AFL-CIO NEWS

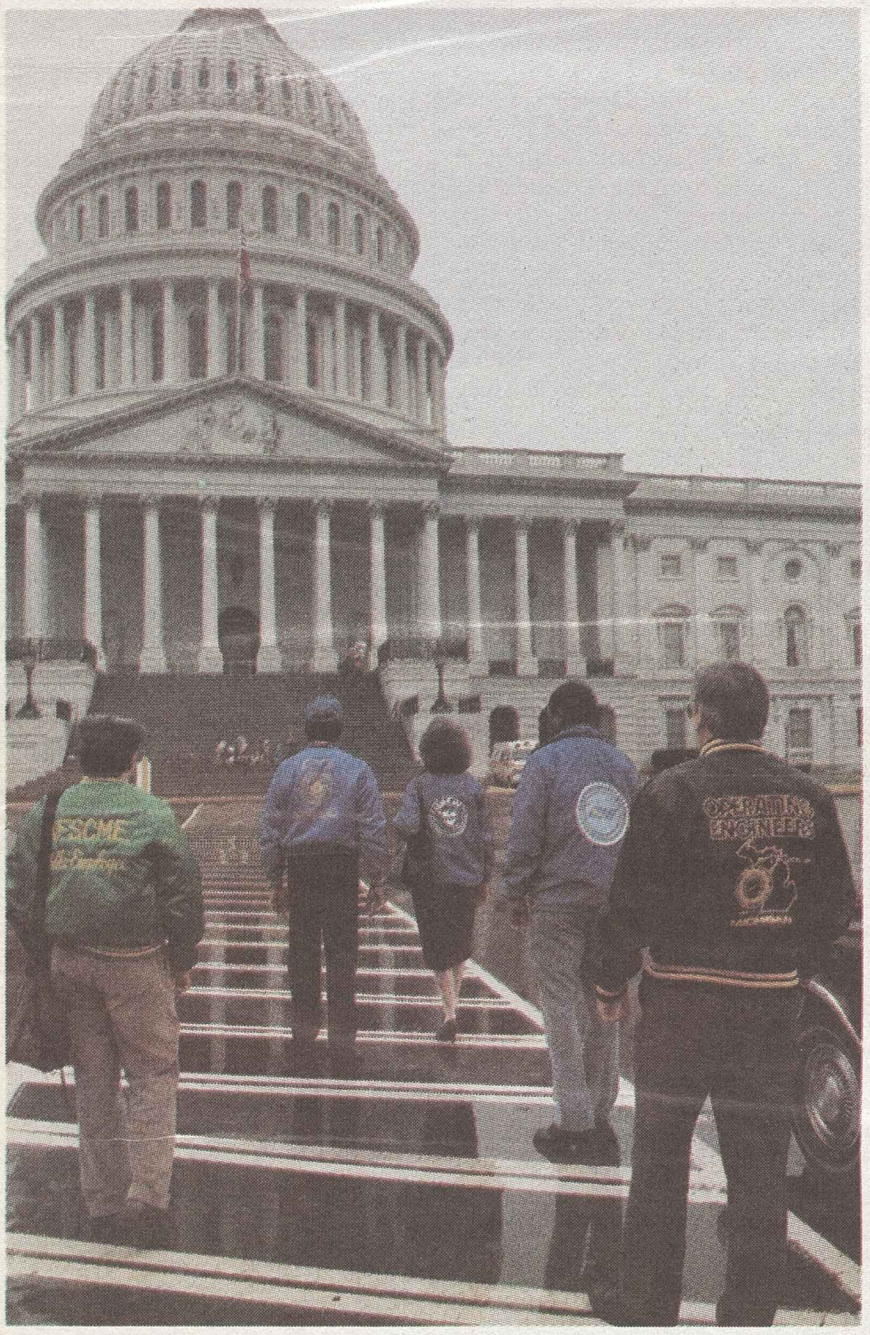
VOLUME 34, NUMBER 1 JANUARY 11, 1989

FOCUS



Social Security

Social security is a full-fledged family protection plan covering 38 million beneficiaries. It's the premier retirement plan for all American workers.



A new Congress means workers carry their concerns to Capitol Hill.

Impact of takeovers confronts Congress

Kirkland to spell out workers' concerns

As the 101st Congress prepares to begin its work, lawmakers face several key issues which could have a direct impact on the nation's workers.

Among these is merger mania and the adverse effects these corporate takeovers have on the employees who work for raided companies.

Congress has indicated that it plans to thoroughly examine the impact of this activity when it begins its work later this month. Hearings have already been scheduled, and AFL-CIO President Lane Kirkland is set to testify before the Senate Finance Committee Jan. 24 and the House Ways & Means Committee on Feb. 1.

Kirkland's testimony will underscore the need for legislative action to protect workers during these business manipulations.

In order to remedy the adverse effects on workers, the AFL-CIO has called on Congress to approve these types of legislative initiatives:

- Legislation forcing raiders to honor all pre-existing contracts, protecting workers from having to bear the cost of the takeover.
- Congressional action to protect existing pension trust funds from being used in leveraged buyouts.
- Action to prevent the use of lucrative "golden parachutes" as escape mechanisms for corporate executives to walk away with millions while workers are left holding the bag.
- Moves to restrict and limit profits made by corporate executives and raiders who knowingly engage in hostile takeover activity with their companies.
- Legislation forcing full disclosure requirements from raiders regarding their plans for the company's future, their financing sources, their economic assumptions and other information relevant to stockholders, workers and their communities.
- Action protecting stockholders of target companies from unfair tender offers.

Congress is looking at these issues because the number of corporate buyouts has increased dramatically during the past decade. The actual number of these transactions grew by almost 300 percent during a seven-year period: from 1,452 in 1979 to 4,223 in 1986.

The merger and takeover mania frequently causes other problems. New owners often raid pension plans and seek major concessions from workers to pay off debt. In the end, it is the workers and their communities who suffer most from the takeovers.

Also, because of the mergers and acquisitions on the market, even financially-sound companies have sought concessions from employees in order to buy up great amounts of stock so that takeovers can be avoided.

The health of the overall economy has also been jeopardized during this business hysteria.

Last year's legislative gains brighten 1989

By Candice Johnson

The new year began with some good news for workers as legislative victories on tax reform, polygraph testing and plant-closing notice from last year went into effect, providing benefits and protections for working families.

While the earned income tax credit has been part of the tax code since 1975, the tax break for the nation's low-wage working families was negligible until tax law changes adopted in 1986, including an increased personal exemption and deductions, expanded the credit.

Working families who earn as much as $18,567 and have at least one child at home can receive a check from the Internal Revenue Service, even if they owe no federal tax or have no tax withheld, AFL-CIO economist Arnold Cantor said. As many as 6 million families are eligible for the program, he noted.

Cantor said unions will be reaching out to working families to make sure they take advantage of the tax rebate. "In particular, families which have been affected by layoffs and plant closings or workers whose hours have been cut to part-time status may be eligible," he said.

Eligible families can claim their credit by filing a federal tax return and having the IRS calculate their tax break. Or workers can receive the tax rebate throughout the year in their paychecks by having employers establish a type of "negative withholding tax."

For the 1988 tax year, the credit is 14 percent of a family's first $6,240 in income, to a maximum rebate of $874.

In a big victory for workers, Congress has banned the use of polygraph testing by most private employers, eliminating as much as 80 percent of the 2 million "lie detector" tests administered each year.

The AFL-CIO and affiliated unions had pressed Congress to prohibit employer polygraph testing of job applicants, stressing that the tests do not work and are often used to intimidate, harass and humiliate workers.

Under the new law, which took effect Dec. 27, workers cannot be fired, disciplined or discriminated against for refusing to take a polygraph exam. However, federal, state and local government employees and persons working for firms under contract to government security and defense agencies are not covered by the ban. Also excluded from the new law's protection are workers at companies involved with controlled substances and security firms.

Workers still can be asked to submit to a "lie detector" test if reasonable suspicion implicates them in theft or other economic loss.

The Labor Dept.'s interim regulations call for civil penalties of up to $10,000 for each violation, depending on the number of workers involved and the seriousness of the case. The Labor Dept. is seeking comments on the rule through Feb. 27.

Under the Worker Adjustment & Retraining Notification Act adopted last year, employers must give workers 60 days' notice of any shutdown or major layoff taking place on or after Feb. 4.

The AFL-CIO Human Resources Development Institute has prepared a handbook for AFL-CIO unions and central bodies on the advance notice law, worker retraining and trade adjustment assistance.

AFL-CIO legislative representative Jay Power said that congressional committees will schedule oversight hearings in the next few months to see how the law is being observed. The law will be enforced by federal courts.

Religion-labor panel to explore worker issues

Representatives of major religious faiths and their counterparts from organized labor will meet in Washington Jan. 25-27 to explore social and ethical concerns in a changing economy.

The conference is sponsored by the AFL-CIO and the Washington Theological Consortium, the Hebrew Union College, the Jewish Theological Seminary of America and the Institute for Mission in the USA.

Union members and officers who wish to attend the conference can register by sending in the form printed below. The registration fee is $50, $15 for students.

In workshops and general sessions, participants will examine the economic pressures that are squeezing working families and the role of religious institutions and labor in achieving human rights in the workplace. The conference is designed to enhance working relationships among such individuals as pastors and local union leaders and to expand religious and labor cooperative efforts, said Federation Education Director Dorothy Shields.

AFL-CIO President Lane Kirkland will address the three-day session on the opening day. Archbishop Rembert Weakland, Catholic Archdiocese of Milwaukee, Bishop John Hurst Adams, African Methodist Episcopal Church, Rabbi Richard M. Yellin, Synagogue Council of America, Dr. Benjamin Hooks, NAACP, Marion Wright Edelman, Children's Defense Fund, Methodist Bishop Richard Looney, United Methodist Church and Episcopal Bishop John Burt will speak on topics including the poor, work and ethics and family issues.

General sessions will focus on economic pressures and the growing underclass in the American economy. The final session will explore what can be achieved through religious-labor cooperation and "where do we go from here?"

In each workshop, participants will meet with leaders from labor and the religious community. Sessions on unemployment, a living wage, international traded and the prospects for workers under the Bush Administration will examine the effect of a changing economy. Other workshops will explore how pastoral ministries are adapting to changes in the economy and the status of union organizing efforts among workers at religious institutions.

On the program are AFL-CIO Vice Presidents John Sweeney, Jack Sheinkman, Jay Mazur, John DeConcini, Lynn Williams and Milan Stone and ILGWU President Emeritus Sol Chaikin. Joining them will be Dr. Cheryl Sanders, Howard University Divinity School; Msgr. George Higgins, Catholic University; Dr. David G. Trickett, Washington Theological Consortium, Bishop Sherman Hicks, Evangelical Lutheran Church in America, and union presidents Dominick D'Ambrosio of the Allied Industrial Workers and Susan Bianchi Sand of the Flight Attendants.

The Washington Theological Consortium is an inter-denominational association of university divinity programs. The Institute for Mission in the USA is attached to the Lutheran Church. The Hebrew Union College is part of the Reform branch of Judaism and the Jewish Theological Seminary is under the Conservative branch.

To register, send this form to: Michael Szpak, AFL-CIO • 815 - 16th Street, NW. • Room 807 • Washington, DC 20006; or call (202) 637-5132.

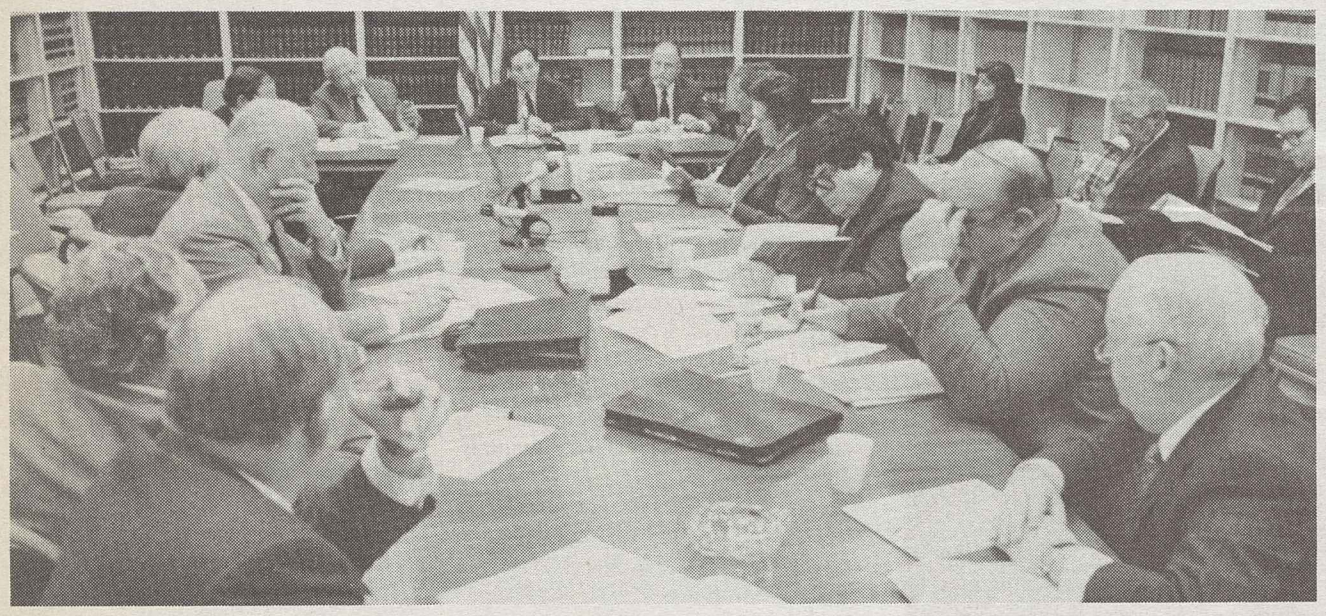
NAME _____ ORGANIZATION _____

ADDRESS _____ PHONE _____

CITY _____ STATE _____ ZIP _____

Registration Fee: $50 ($15 for students)

Includes one lunch, one dinner, evening reception, and all conference materials. Please make checks payable to: **Secretary-Treasurer, AFL-CIO.**



Jay Winik of commission staff details report recommendations to AFL-CIO Committee on Defense.

Seminar focuses on Contract Act

Expanding organizing and collective bargaining campaigns for workers covered by the Service Contract Act is the focus of a three-day seminar for economists and researchers from AFL-CIO unions beginning Jan. 17.

The conference will be held at the George Meany Center for Labor Studies.

Participants will review similarities between the Service Contract Act and the Davis-Bacon Act, which requires contractors to pay prevailing wages for work on government construction projects, and will discuss the special bargaining problems faced by workers employed by federal contractors.

Unionists briefed on impact of military base closings

The Dept. of Defense plan to close or realign 145 military bases across the nation will ultimately result in the loss of 8,000 civilian jobs—about 7,000 of which will be union members.

But of the 8,000 workers who will lose over a six-year period, the Pentagon says about 60 percent will be absorbed into other federal jobs and an estimated 20 percent will retire.

The AFL-CIO's Committee on Defense, chaired by Bricklayers President John T. Joyce, heard that estimate in a briefing from Jay Winik, deputy executive director of the Defense Secretary's Commission on Base Realignment & Closure, and Wallace D. Bishop Jr. of the Defense Dept.'s Office of Economic Development. The briefing was conducted at AFL-CIO headquarters.

Bishop pledged that the Pentagon will be trying to help communities in converting some of the closed bases into projects that provide local employment.

The commission, established by Congress, studied military installations in the United States for seven months before making recommendations to close 86 bases completely, partially close five more and realign the staff and activities at 54 others. Defense Sec. Frank C. Carlucci approved the commission's recommendations on Jan. 5, and provided details on the closings the day after the briefing at the AFL-CIO.

The law that set up the commission also requires that Congress either approve or reject the recommendations as a total package. Phase-out of the bases targeted for closure, however, could be delayed as Congress must approve the $1 billion requested for 1990 and 1991 to pay for the closures.

Winik told the committee that while expectations had been that a larger number of closings would have been announced, the commission did not want to degrade military effectiveness.

AFL-CIO NEWS

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Capitol Digest

Senate urged to ratify ILO technical standard

The Reagan Administration's decision to recommend Senate ratification of International Labor Organization convention 160 was applauded by AFL-CIO President Lane Kirkland.

Kirkland expressed hope that the Administration's move represented another step toward ''development of a responsible U.S. position for serious review and ratification of other ILO conventions.''

Convention 160 is a technical standard dealing with the compilation and compatibility of international labor statistics.

While the convention is a relatively minor matter, the Administration's action ''comes as no small achievement to those of us seeking to remedy the United States' dismal record on ILO ratification and thereby strengthen our role as the world's leading spokesman for freedom, democracy and human values,'' Kirkland said.

''It represents an encouraging success for the tripartite consultative mechanism now in place as well as a measure of hope and promise that the more important conventions, particularly those dealing with freedom of association, collective bargaining and forced labor, will soon be judged on their merits,'' he added.

Ad hoc panel supports call for federal pay raise

A Reagan Administration proposal to raise the salaries of federal judges, key government administrators and members of Congress is necessary ''to attract the top people'' to those posts.

That support for the pay raise came from the Committee for Quality Management & Compensation, an ad hoc group of labor, business, government and community leaders. AFL-CIO President Lane Kirkland, a co-chair of the committee, noted that ''government on the cheap only benefits people who don't depend on government for equity and fairness.''

Minimum wage bill introduced

Democrats set priority to raise pay of working poor

By Burnie Bond

Legislation to increase the minimum wage was one of the first bills to be introduced in the new 101st Congress.

On Jan. 3, House Education and Labor Committee Chairman Augustus F. Hawkins (D-Calif.) introduced the Fair Labor Standards Act of 1989.

The new bill, H.R. 2, would increase the wage floor from $3.35 per hour to $4.65 in yearly increments of 50 cents, 40 cents and 40 cents. That means the minimum wage would become $3.85 the first year, $4.25 the second and $4.65 the third year.

The minimum wage has been stuck at $3.35 for eight years. Since the minimum wage was last raised, the cost of living has risen more than 30 percent, and in today's dollars, that $3.35 is the equivalent of $2.56.

During the 100th Congress, business groups launched a massive campaign against an increase in the minimum wage. At the end of the session, a Senate bill was filibustered and withdrawn after several unsuccessful attempts to close off debate. A companion measure in the House never made it to the floor.

This year, the congressional Democratic leadership has made minimum wage a top priority. During the 1988 presidential campaign, President-elect George Bush said he would also support some kind of wage increase, although he linked his endorsement to a bogus ''training-wage'' proposal. Bush's interest, however, ensures that the issue will maintain a high profile throughout the legislative process.

''Increasing the minimum wage is a matter of economic justice,'' Hawkins said when he introduced his new legislation. ''This bill seeks to continue the national policy established more than 50 years ago of insuring a fair day's pay for a fair day's work.

''Its purpose is to restore a floor under wages. Its objective is the maintenance of the minimum standard of living necessary for health, efficiency, and general well-being of workers.''

In addition to increasing the wage rate, the Hawkins bill also incorporates business-supported provisions that would increase the existing small business exemption from $362,500 to $500,000 and raise the current 40 percent tip credit exemption to 45 percent a year after enactment, and 50 percent thereafter.

A final provision creates a minimum wage review board in an attempt to protect future minimum wage bills from political games like those which stymied the 1988 bill.

A five-member Minimum Wage Review Board would recommend future rate adjustments to the Congress. The chairman would be appointed by the President and the remaining members would be named by the president pro tem of the Senate and the Speaker of the House.

Every two years, the advisory panel would review current economic data and submit wage adjustment recommendations to Congress, along with an estimate of their economic impact.

Burnie Bond is editor of Legislative Alert! for the AFL-CIO legislative department.

Courts rebuff Hatch Act crackdown

New York

A unanimous three-judge panel of the 2nd Circuit U.S. Court of Appeals overturned a finding that the presidents of two postal unions violated Hatch Act restrictions on political activities during the 1984 presidential campaign.

Letter Carriers President Vincent R. Sombrotto and Postal Workers President Moe Biller broke no law when they wrote articles in union publications opposing the re-election of President Reagan and urging members to support Democratic candidate Walter F. Mondale, the court ruled.

Last August, the Atlanta-based 11th Circuit appellate court came to the same conclusion in a related case involving Hatch Act charges against Kenneth T. Blaylock, then the president of the Government Employees.

After Reagan's re-election victory, the three union presidents were targets of Hatch Act charges by the government's Merit Systems Protection Board, even though they were on leave without pay from their civil service jobs while serving in full time union offices. The ''penalty'' of 60 days suspension was virtually meaningless as a punishment. But the three unions viewed it and fought it as an attempt to intimidate federal and postal workers from engaging in political action.

The 2nd Circuit decision stressed that neither Biller nor Sombrotto violated the Hatch Act because their presidential endorsements were not made ''in concert with a political party or campaign organization.''

Likewise, the court held, statements urging members to contribute to a union's political action fund didn't violate the Hatch Act because the money wasn't designated for a political party or candidate.

''It is not enough that the federal employee and the candidate pursue the same political goals independently,''the court ruled. ''The two must work in tandem or be linked together for there to be a violation of the Hatch Act.''

In similar terms, the 11th Circuit appellate court last August overturned the case against Blaylock, holding that the Hatch Act would come into play only if the statements made were part of a campaign orchestrated or paid for by a political party.

Blaylock had filed his appeal in the 11th Circuit because his last government job had been at a Georgia Air Force base; both Biller and Sombrotto had been postal employees in New York before their election to full time union office.

Biller said the decision leaves no doubt that APWU locals and state bodies can speak out on political issues in their publications and urge support for the union's political fund.

Sombrotto welcomed the decision and said elected union officers have a ''responsibility'' as well as a right to speak out on issues affecting members.

New rules open door to old sweatshops

A coalition of unions, employers and state governments has launched a legal counterattack to industrial homework in industries where ''kitchen sweatshops'' once flourished.

The suit filed in federal district court seeks to overturn a Labor Dept. regulation that took effect Jan. 9 and affects some 75,000 workers in five labor-intensive industries. It was initiated by the Ladies' Garment Workers and joined by two other unions with members directly affected, the Clothing & Textile Workers and the Service Employees.

But even as the court papers were being processed, the Labor Dept. dropped the other shoe. It announced its intent to allow industrial homework in the women's apparel industry, where some 500,000 workers are employed.

Women's clothing is the biggest of the seven industries where homework had been banned since 1942, and the last where the prohibition still holds.

Labor history books show pictures of immigrant women and children carrying bundles of dress material to be sewn at home, and ILGWU President Jay Mazur sees a danger of history repeating itself.

The proposed legalization, he warned, would be a green light for unscrupulous employers to exploit a new generation of vulnerable immigrant workers. Already, Mazur noted, there are illegal homeworkers, ''mostly non-English speaking women forced to work long hours at below minimum wages with no benefits.''

ACTWU President Jack Sheinkman noted that the Labor Dept. originally imposed the homework ban because it couldn't enforce the wage-hour law when industrial work is done at home. That's still the case, he charged.

The government's inability to enforce the Fair Labor Standards Act in home workplaces is a principal element in the legal battle as it was in earlier court case in which the Administration's deregulation timetable was set back.

The Labor Dept., carrying out a White House policy mandate, tried to end restrictions on industrial homework in all the regulated industries in 1981. But court rebuffs and public outrage combined to squelch that first attempt.

Finally, in 1984, the department allowed homework in the knitted outerwear industry, claiming that new requirements for advance certification of homeworkers and improved wage-hour inspection procedures would protect workers. But a recently uncovered Labor Dept. report showed widespread violations of the wage-hour law despite the claimed safeguards.

The department now says it has done a better job of putting up safeguards in the just implemented regulations that are being challenged. These affect workers employed in the manufacture of gloves and mittens, buttons and buckles, handkerchiefs, embroideries and ''non-hazardous'' jewelry.

Fewer workers will be directly affected than in the original attempt at deregulation because the new rules will not apply in states with laws prohibiting industrial homework.

In the five deregulated industries, homework will remain prohibited for the time being in California, Connecticut, New York, Pennsylvania and Rhode Island. Three other states—Hawaii, Massachusetts and New Jersey—bar only the farming out of women's apparel.

But the labor commissioners of New York and Pennsylvania, explaining why their states nevertheless joined the lawsuit, stressed that their workers and employers were not immune to the damage.

Employers who have to compete against homeworkers employed under subminimum conditions will lose business and workers will lose jobs, the states contended. Illegal violations will increase because the Labor Dept. isn't likely to actively seek out violators.

The Service Employees, representing a large group of jewelry workers, said allowing homework in that industry impairs the union's ability to improve the conditions of its members through collective bargaining and organizing.

Employer associations, whose member firms employ union workers in federally-inspected establishments, said they will be hurt by the substandard home-based operations.

UNION NEWS



Carpenters President Sigurd Lucassen, left, and Tile, Marble & Terrazzo Finishers President Gerald Bombassaro sign affiliation agreement.

Tile-Terrazzo Finishers affiliate with Carpenters

The Tile, Marble & Terrazzo Finishers affiliated with the Carpenters on Jan. 1, a move that both unions said would expand their solidarity and strength in the construction industry.

Carpenters President Sigurd Lucassen said that "the closeness of our members on the job site and the history of cooperation between our unions makes affiliation a logical step toward expanding our collective bargaining strength."

Gerald Bombassaro, president/secretary-treasurer of the tile workers union, said that "because of the size, strength and forward-looking programs, the Carpenters are clearly able to strengthen representation of our members."

Bombassaro, who will become an assistant to Lucassen, cited the Carpenters organizing and corporate campaign departments and its broad-based membership in both the industrial and construction sectors as key factors in the 8,000-member union's decision to affiliate with the Carpenters. The tile union members cut and finish marble, stone, slate and similar materials.

The two unions had signed affiliation papers on Nov. 10. Under that agreement, locals of the tile union will be carry a "T" designation to identify the specialized trade.

The tile union was formed in 1980 from the merger of the Granite Cutters, a union started in 1877, and the Tile & Marble Workers, which was formed in 1902 as the International Association of Marble Workers.

Inbrief

Teamsters win election for unit of 4,000 at USAir

The Teamsters won bargaining rights for nearly 4,000 USAir fleet service workers in 101 cities across the nation, overcoming the air carrier's multi-million dollar campaign against the union. The IBT had represented USAir workers in four hub cities, and some 900 employees of Pacific Southwest Airlines, which was purchased by USAir. But 1,200 workers at smaller airports were unrepresented before the election, conducted by the National Mediation Board.

The unit is expected to grow to 8,000 when the carrier completes its purchase of Piedmont Airlines this spring, the IBT said.

Minimum wage workers boosted to $3.85 in Maine

Minimum wage workers in Maine, already 30 cents above the federal $3.35 an hour pay floor, received a 10-cent raise as of Jan. 1, to $3.75.

Next year, the state's minimum wage is scheduled to move to $3.85, or higher—up to $5 an hour if Congress votes to raise the federal minimum wage above $3.85.

Pilots contract ruled in effect at Eastern

The Air Line Pilots contract at Eastern Air Lines is valid and binding, the 11th Circuit U.S. Court of Appeals in Atlanta said in upholding a lower court decision.

The pilots had initially filed a grievance with Eastern over a pay parity clause that had been handwritten into the contract on the day the company was sold to Texas Air Corp.

Now the pilots can press their claim for upwards of $246 million in backpay before the grievance committee.

NATCA presses for overhaul of system, not 'bandaids'

A proposal to raise the salaries of air traffic controllers at 10 facilities is a "band-aid" solution to the serious problems facing the air transportation system, Executive Vice President Ray L. Spickler of the National Air Traffic Controllers' Association said.

Spickler testified before an Office of Personnel Management hearing on a demonstration project to improve staffing controllers' wages and benefits at 10 overworked cites.

John E. Lawe dies, president of Transport Workers since '85

New York

John E. Lawe, president of the Transport Workers since 1985, died of complications from cancer of the esophagus at his home in the Bronx on Jan. 5. He was 69.

Under the TWU constitution, Lawe is succeeded by Executive Vice President George Leitz, 65, who will serve as president until the TWU convention elects a successor in September.

Lawe was the fourth president of the TWU, which has 100,000 members nationwide in transit and airline locals. He succeeded William G. Lindner who died in office in 1985.

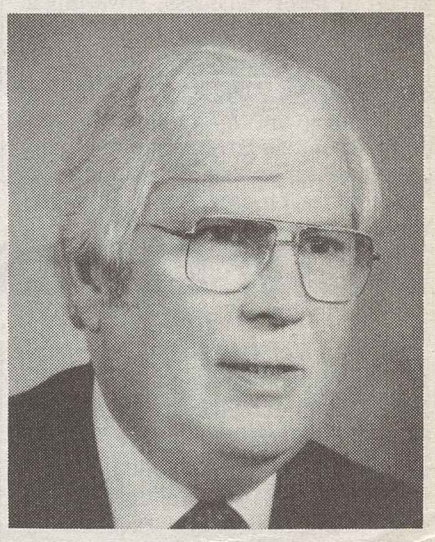
In a message to Lawe's family, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas Donahue said "his lifelong contributions will live on and continue helping those whose lives he touched."

"His leadership at TWU and his fine contributions to the AFL-CIO, both nationally and in the New York AFL-CIO, will be missed," they stressed.

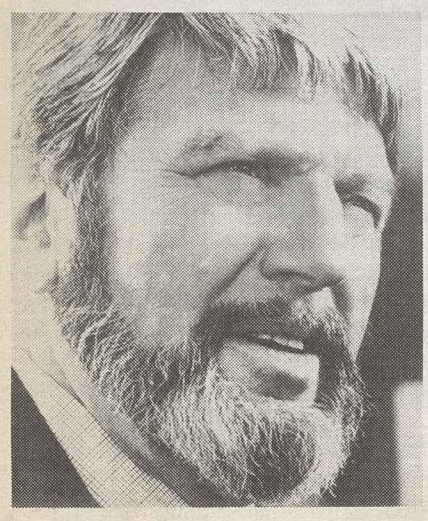
Lawe, an Irish immigrant, came to New York in 1949 and got a job as a bus cleaner for the old Fifth Avenue Coach Co., now a part of the New York City Transit Authority. In the 17 years he serviced and drove buses, he was active in TWU Local 100, starting as a shop steward and serving in almost every capacity of the union until being elected president in 1977. He served TWU and its members for some 39 years.

In addition to his TWU duties, Lawe served as a vice president of both the New York City AFL-CIO and the New York State AFL-CIO.

He is survived by his wife Mary and three children. The funeral mass, held Jan. 9 at St. Patrick's Cathedral, was offered by John Cardinal O'Connor.



John E. Lawe



Theodore Bikel

Bikel elected by Actors & Artistes

New York

Actor Theodore Bikel was elected president of the Actors & Artistes to succeed Frederick O'Neal, who will retire Feb. 28 after serving for 18 years.

Bikel, elected unanimously by the union's international board, will take office on Mar. 1. The next scheduled election of officers will be at the union's biennial convention next June 8.

Bikel, 64, was the president of Actors' Equity from 1973 to 1982 when he was designated president emeritus. He is a vice president of the International Federation of Actors, which is comprised of unions from more than 40 countries. Bikel has also served on the board of Amnesty International and on the National Council for the Arts.

O'Neal, 83, has headed the 4-A's since 1970. Board delegates accepted his resignation with "deep regret," acknowledging his "considerable and dedicated service on behalf of professional actors in the United States."

An actor, director and lecturer, he served as president of Actors' Equity from 1964 to 1973 when he was designated president emeritus. He has been an AFL-CIO vice president since 1969 when he also succeeded A. Philip Randolph, founder of the Sleeping Car Porters, as chairman of the Executive Council's Civil Rights Committee.

In other action, the 4-As board approved the appointment of newly elected Screen Actors President Barry Gordon and First Vice President Joseph Ruskin to the international board. Bernard Sauer, president of the Hebrew Actors Union, was appointed to the fifth vice president slot, left vacant by the death of past HAU President Jack Rechtzeit. Seymour Rechtzeit of the HAU will serve as an alternate delegate.

Cases

Rail unions file suit against drug testing rule

The Railway Labor Executives' Association filed suit against the Dept. of Transportation's random drug testing rules, calling them an attack on workers' Fourth Amendment rights that protect against illegal search and seizure. The suit challenges also the authority of the Federal Railroad Administration to implement such rules. RLEA Chairman Richard I. Kilroy said the new rules ''represent an even greater invasion of workers' rights than the FRA's post-accident testing rules that are being reviewed by the Supreme Court.

Arbitrator's ruling given equal weight with Board

The 9th Circuit U.S. Court of Appeals held that a lower federal court erred when it gave a National Labor Relations Board decision precedence over an arbitrator's ruling. A NLRB regional director had refused to issue an unfair labor practice charge against an Arizona sheet metal firm.

In July 1982, Arizona Metals Corp. shut down, then reopened as Richwood Metals using the same equipment and employees. Sheet Metal Workers Local 359's request for a unfair labor practice charge was rejected by the NLRB, but the National Joint Adjustment Board for the industry ruled in the union's favor. The local union's suit for enforcement of the $2 million award was rejected by the federal judge.

ACTWU files EEOC charges at two plants in Georgia

The Clothing & Textile Workers and 24 employees of the New York-based S. Lichtenburg & Co. filed discrimination charges with the Equal Employment Opportunity Commission against the firm and its Samsons and Delilah plants in Waynesboro and Louisville, Ga. The charges cite discrimination against black and female employees in work assignments, compensation, layoffs, promotions and transfers, and favoritism toward white workers.

The Lichtenburg workers have been organizing to win recognition of their union. The company, which manufactures curtains and draperies, employs about 650 workers at the two plants. Last April, they voted 413 to 185 for a union, but the company is still contesting the election.



Musicians perform on Atlantic City's Boardwalk before testifying against use of canned music.

Use of 'canned' music protested

Musicians underscore need for New Jersey casino regulation

Atlantic City

"If casino patrons wanted taped or synthesized music, they could stay home and watch MTV or listen to the radio,'' Musicians President J. Martin Emerson told New Jersey's Casino Control Commission.

The commission was considering reinstatement of a rule requiring the use of live performers in 12 casinos that have facilities big enough to seat more than 350 persons. Smaller lounges would not be affected.

Emerson told the commission that ''when patrons buy tickets, at an average price of $50, they expect high quality live, entertainment.''

From 1978 to 1981, the commission had a rule requiring live performers in these larger showrooms. Since then, Emerson said, casinos have only been concerned about their bottom-line profits. This ''bottom-line'' mentality has brought the change to canned music, he said, as gambling has ''become the end-all and the only concern'' of management.

''The AFM strongly feels that Atlantic City will never be a first-class entertainment location if canned and tape music proliferates in its showrooms,'' he added.

Emerson said the Musicians backed legalized gambling in the state a decade ago, ''with the belief and the promise that there would be scores of stable jobs in a depressed and deteriorated Atlantic City.'' He noted the flyers that proclaimed at the time, ''Jobs, Jobs, Jobs.'' Whatever became of these elusive jobs, he asked the commission.

The casino owners' cutback on the use of musicians, citing budgetary constraints, is ''both pathetic and laughable,'' Emerson said, pointing to the $88 million in profits the casinos racked up in the third quarter of 1988.

George Fognano, president of AFM Local 661-708, said only 40 local members drew paychecks the previous weekend, out of a local of 750 members, many of whom maintain membership in other AFM locals.

A second proposal before the commission would require printed notices to inform customers when taped music is used.

Majority wants U.S. policies revamped

With the exception of relations with the Soviet Union, Americans want a decisive change from U.S. government policies under the Reagan Administration, a new AFSCME poll shows.

The post-election poll of 1,010 Americans conducted by Peter D. Hart Research Associates shows decisive majorities for ''a different approach'' on five critical issues:

- 74 percent on handling the federal budget deficit.
- 63 percent on domestic programs like education and health care.
- 58 percent on dealing with foreign trade.
- 55 percent on ''economic policies to ensure a sound economy.''
- 54 percent for a change in the amount of defense spending.

The only category in which Americans preferred to ''continue Reagan policies'' was in relations with the Soviet Union, where 72 percent want to continue and 18 percent say the nation needs a different approach.

The poll, announced Dec. 16 by AFSCME President Gerald W. McEntee, devoted about half of its questions to how the respondents voted in the 1988 presidential election, why they voted that way, when they made up their minds and what they found persuasive.

''One message comes through loud and clear,'' McEntee said. ''Republicans and Democrats alike want government to launch new initiatives that address pressing domestic needs.''

Respondents put real commitment behind their answers on domestic needs. If they identified an ''important investment,'' they were then asked if they were willing to see taxes raised to achieve it.

Sixty-five percent said they were willing to see taxes raised for a program to provide long-term health care for the elderly and disabled and 50 percent want to see college tuition help for students from middle-income families even if taxes have to be raised to achieve it.

Housing help for young families was worth a tax increase for 48 percent and child care drew the support of 37 percent. Thirty-one percent said they were willing to see taxes raised for investment in highways, bridges and other public facilities.

In all, McEntee said, ''the Hart poll signals strong voter demand for a fresh approach to fair taxes for deficit reduction and new investment in our people.''

California court spurns fired workers

San Francisco

If you want to fight an unjust dismissal, you'd better have the protection of a union contract. Otherwise, at least in California, you'll have a hard time in court.

That wasn't exactly the way the California Supreme Court phrased its 4-3 decision restricting a worker's legal recourse against a wrongful firing. But the court said an employer's right to fire workers without cause can generally be challenged only if a written or implied contract has been violated.

Earlier court decisions had allowed large damage suits against firms that fired workers for such offenses as reporting wrongdoing and product hazards. But the state's Supreme Court took a pro-employer tilt when three of the justices were replaced after a 1986 recall election.

State courts and legislatures across the country have sought to impose some limitations on the employment-at-will management rights doctrine. But they haven't been very successful, the AFL-CIO Executive Council found when it explored the issue at its 1987 midwinter meeting.

The council urged labor's state bodies to press for effective laws to prohibit discharge without cause and to provide ''full compensation for losses sustained as a result of a wrongful discharge.'' And it endorsed the concept of national legislation toward those ends.

But the AFL-CIO made clear that lawsuits are no substitute for a union contract.

''Experience demonstrates that the surest way for workers to protect their jobs is through self-organization and collective bargaining,'' the council said.

It stressed that a union contract protecting workers against unjust firing is an employee's best protection and ''the labor movement's first priority.''

FOCUS

SOCIAL SECURITY

by Gene Zack

The average American thinks of social security as a program that provides monthly benefits for the older generation—for retired workers and their spouses.

That's the way the program was originally conceived—to put an economic floor under people when, in a phrase common a half century ago, they become "too old to work but too young to die."

But a lot has happened over the years. Today, benefits also go to surviving spouses and dependent children of workers who die during their working years, and to disabled workers and their families.

In other words, social security is a full-fledged family protection plan. It's an umbrella over the heads of the 38 million current beneficiaries. And it's an economic shield for the 130 million workers currently contributing to the system through payroll deductions, providing them an insurance policy against financial disaster.

To fund the program, workers contribute 7.51 percent of their earnings, and their employers must, under law, make a similar contribution. For all workers, the maximum taxable earnings level in 1989 is $48,000. This ceiling is adjusted annually to reflect average wage increases in the economy, and it covers the full earnings of more than 90 percent of the nation's workers.

Some beneficiaries also contribute to the system by paying taxes on their benefits. Individual beneficiaries with a total income above $25,000 and couples with a total income above $32,000 pay income taxes on 50 percent of their benefits.

There is a scheme afoot to raise the taxable level on these social security benefits to 85 percent. This would pile another burden on beneficiaries who were just hit by higher deductions from their benefit checks to help finance the new Medicare catastrophic insurance program enacted by Congress.

BIPARTISAN AGREEMENT

In 1983, when a bipartisan national commission acted to keep social security on a sound footing, it made clear that revenues derived from taxing benefits must go directly into the social security trust funds. The purpose was to make sure that politicians couldn't pare the federal budget deficit at the expense of social security beneficiaries.

Social security is crucial to maintaining the living standards of those who are no longer working, especially those with low incomes. Among elderly beneficiaries, 62 percent get half or more of their income from social security, and 25 percent get more than 90 percent of their income from this source.

Most beneficiaries have very modest incomes. Only a third of all older people today receive a private pension, and the median pension is only $260 a month—grossly inadequate except as a supplement to social security.

Social security has had a major impact on poverty rates among the elderly. In 1959, when social security was a youngster coming of age, 35 percent of all those age 65 and over still had incomes below the poverty level. By 1985, the figure had dropped to 12.6 percent. There were other factors involved, including the general growth in the economy, but improvements in social security made a significant contribution to lifting the elderly out of poverty.

Still, more than 8 percent of the elderly are 'near poor'—living between the poverty line and 25 percent above it. Any cut in social security benefits would push many of them into poverty.

ECONOMIC SHOCK ABSORBER

Moreover, because of their relatively low income, social security beneficiaries spend most of the benefits they receive, helping maintain purchasing power during recessions. Before the days of social security, any economic downturn caused a huge drop in the purchasing power of the most vulnerable groups in society—the elderly, the disabled, and the widowed and orphaned who depended on the wages of other family members and relatives. Today, social security serves as one of our principal economic shock absorbers.

A four-tier approach to income security includes:

- Social security itself, which covers just about everyone who works, follows workers from job to job, is adjusted to current wages before retirement and inflation-protected after that.
- Private pensions for about half the current workforce, built on top of social security.
- Private individual savings, particularly home ownership.
- A federal program of supplemental security income for those whose total income from other sources falls below the statutory minimum.

Opponents of social security claim that workers would do better if they had the option to make their own investment choices in such things as stocks, bonds, Individual Retirement Accounts, money market certificates and the like.

First, that undercuts the concept of social insurance, in which burden sharing makes everyone safe and, second, the October 1987 Wall Street crash demonstrated how risky it would be to rely solely on the stock market to build up a fund to provide an adequate income after retirement. Even if there were a perfectly safe way for workers to invest their money, there would still be serious gaps in the safety net the system provides.

Under current law, employers must match the 7.51-percent contribution workers make into the system. Privatizing social security would remove this legal obligation, and the lack of employer funding would undercut the system.

Even if workers doubled their savings rate to 15.2 percent to reflect the combined employee-employer contribution, that still wouldn't be enough to offset what they would otherwise receive through social security. Experts estimate that it would take an investment of 20 percent of workers' income throughout the rest of their working lives to assure the same retirement benefits they'll receive from social security.

And that ignores the disability and death benefits that social security also provides. The case of a 35-year-old worker with average earnings, a nonworking spouse age 32 and two children under 6 graphically illustrates the point. To safeguard that family against income lost because of disability or death, the worker would need two other insurance policies—each with a $200,000 face value—to produce the same benefits social security provides.

FAMILY PROTECTION

But even if a worker could afford a 20 percent savings rate and the premium costs on the two insurance policies—a very questionable premise—it still would not guarantee a family's well-being in the case of disability or death during one's working years, or protect that worker's economic well-being in retirement.

That's because social security benefits are adjusted annually so that inflation doesn't erode their value somewhere down the line. Annual cost-of-living adjustments help keep the family on a more even economic keel—something that savings accounts, investments, insurance policies or even pensions don't provide—so the real value of this insurance



The nation gets more than its money's worth from this program. It is rooted in the concept of shared responsibility—the essence of democracy.



would shrink over time.

Clearly, then, social security represents the best bargain for today's workers. It protects their families against the loss of income because of death or disability and provides a decent standard of living in their retirement.

If the program didn't exist, the burden of meeting the financial needs arising out of disability, death or retirement would likely overwhelm some families and individuals. Some of those in need would be thrown onto welfare rolls—raising the tax burden on all workers. Others might have no choice but to seek financial or housing assistance from family members, placing serious economic and emotional strains on family relations.

Naturally, a great amount of care flows to and from family members of all ages throughout their lives. But adults prefer not to be financially dependent—not on their children, not on their parents, not even on their brothers and sisters—during times of financial stress. They want to maintain their own dignity by being able to rely on a combination of social insurance, their pensions and private savings to see them through.

Because of social security, young adults and middle age workers are able to concentrate more of their resources on their own families. Paying into social security to insure continued retirement benefits for their parents and grandparents—while also building up their own right to retirement benefits and insuring against income lost to disability or death—is a lot less expensive than carrying the full financial burden of their own family members from earlier generations.

The nation gets more than its money's worth from this program. It is rooted in the concept of shared responsibility—the essence of democracy. Through social security, members of society share the cost of protecting each other against the foreseeable risk of aging and the unforeseeable risks of disability or early death. And through this mechanism, society shares the benefits of a program built on trust between generations and respect for the dignity of individuals, their families and the community.

Social security is more than a collective investment in protection against the risk of economic insecurity. It holds people together as a society—and there can be no better investment than that.

Trust Funds Guarantee Tomorrow's Benefits

Social security benefits vary, depending on the recipient's prior earnings, number of family members, and the worker's age at the time benefit payments begin.

Here are the average monthly payments that various types of beneficiaries receive:

Retired worker	$ 537.00
Retired worker and spouse	921.00
Surviving spouse over age 60	492.00
Disabled worker	529.00
Disabled worker and family	943.00
Surviving spouse and 2 dependent children	1,112.00

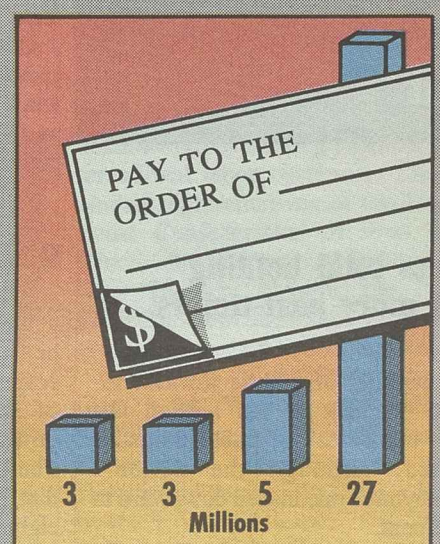
In 1983, a bipartisan commission recommended, and Congress adopted, social security amendments designed to further strengthen the system and allay fears sparked by critics that social security was "teetering on the brink of bankruptcy."

As a result, the system has begun to build up its trust funds to make certain that the money will be there to meet the needs of the "baby-boom" generation.

Because social security is included in the "unified" federal budget until 1993, the government says that the funds being reserved for future benefits are "surpluses," and uses them to help create the illusion of a smaller federal budget deficit.

What's more, some politicians claim that budget deficits could be reduced even further, either by cuts in outlays or by raising payroll taxes.

Since social security is adequately financed, any major cut in benefits should and would lead to cuts in social security taxes, leaving the deficit unaffected.



Each month, social security benefits go to some 38 million Americans. They include:

- **27 million retirees and their spouses.**
- **5 million widows.**
- **3 million disabled workers and their spouses.**
- **3 million children of deceased or disabled workers.**

Trade as a lever for worker rights

America's unions are pressing the world's trading nations to face up to the issue of whether countries that exploit their workers should continue to be rewarded in the international marketplace.

And they don't want U.S. trade negotiators to bargain away the jobs of American workers by making new concessions that will further weaken goods producing industries. Workers will be the losers if the United States agrees to allow more import penetration in order to open up foreign markets for U.S. services and investment opportunities.

That's the message AFL-CIO Sec.-Treas. Thomas R. Donahue brought to the recent Montreal meeting of GATT, the umbrella group of nearly 100 nations that sets the framework for world commerce. Its full title is the General Agreement on Tariffs and Trade.

Donahue, accompanied by Research Director Rudy Oswald, was in Montreal last month in his role as head of the Labor Advisory Committee to the U.S. trade negotiators. But his lobbying mission for America's workers included meetings with trade negotiators from other countries as well as the U.S. delegation.

The labor advisory panel's formal report to the U.S. Trade Representative stressed that GATT negotiations alone can't assure the survival of trade-impacted industries or reduce the nation's huge trade deficit. "Strong national action in these areas is essential," the union panel asserted. But it urged the U.S. delegation to press for these concerns in the continuing round of international trade talks.

GATT rules should clarify the right of nations to impose restrictions necessary to overcome a severe trade imbalance, the panel said. The lopsided trade pattern of the past decade is too dangerous to ignore, and direct action is needed to bring it under control, the report warned.

It noted that the United States absorbs more than 60 percent of all manufactured exports from the less developed countries, to the detriment of its own economic base.

The report cautioned that the declared U.S. goal of "liberalizing trade in services and investment flows" at the GATT negotiations won't have much impact on the trade deficit.

But it saw a real danger that concessions made by the United States to achieve those goals "may in fact accelerate the deterioration of the domestic manufacturing sector."

The advisory panel stressed labor's continuing insistence that GATT and all international trading agreements provide safeguards for worker rights and freedom of association.

"Ignoring foreign sweatshops costs American jobs and limits economic growth," the report noted. But with the ability to sell in America conditioned on "decent labor standards," trade can be a lever to improve conditions for workers around the world.

Later, at a Washington symposium sponsored by the Labor Dept. and the Overseas Development Council, Donahue expanded on that facet.

The trade strategy of many of the developing nations producing for export while starving domestic needs "encourages the most brutal kind of competition" to hold down costs by exploiting workers.

While it would be preferable that other countries treat their workers fairly "because it's the right thing," Donahue said, the stick of trade restrictions is a useful prod.

Workers in every country, he said, should have the right of free association, with the ability to organize and bargain collectively. They should have the right to rely on government to prescribe standards that will prevent worker abuse, such as child labor and exposure to unsafe or unhealthy conditions.

Where workers have such rights, he stressed, democracy is strengthened.

'I put 2 and 2 together'

—From Sec.-Treas. Thomas R. Donahue's remarks to a December 1988 worker rights' symposium:

"We have diligently pursued our country's complaint process under GSP legislation. We documented flagrant human rights violations by nine countries in 1985, nine again in 1986, 13 in 1987 and eight this year. So far, only four countries have had their GSP benefits removed or suspended as a result.

Does this mean that there isn't much to show for our efforts?

On the contrary: We are getting their attention.

Let me read a bit from a letter I received from the Most Rev. Peter Rosazza of the Archdiocese of Hartford.

He writes:

"I was in Malaysia prior to coming to Europe on a sabbatical jaunt which took me principally to the Philippine Islands. While in Malaysia, I received the good news of the release from prison of Brother Anthony Rogers, a Catholic, a Christian Brother, who had been arrested by the Malaysian government as a communist threat. The principal charges against him were his adherence to liberation theology and his option for the poor! On the very same page of the Malaysian newspaper was an article where Mr. Kirkland had accused Malaysia of human rights violations and asked that sanctions, included in a law recently signed by the President, be applied to that country. I could not help but put two and two together.

"Church persons from around the world have been writing to Malaysia for the release of Brother Anthony, and the church in that country, a minority of only eight hundred thousand, had also been pushing for his release. But it seems to me that the major impetus came from Mr. Kirkland's intervention. I do believe that the government was forced to release Brother Anthony and several other political prisoners to show that the country was trying to conform with the standards of human rights practices demanded by the new law. So I am personally grateful to Mr. Kirkland and the AFL-CIO for that intervention. I am sure that the American Enterprise Institute would not have done the same!"

Catfish workers win second time around

Yazoo City, Miss.

Catfish farming is Mississippi's growth industry, and the Food & Commercial Workers are growing alongside it.

The UFCW has organized some 3,000 catfish processing plant workers over the past several years, and it kept its record intact with a 44-23 win at the Simmons plant here. That was an almost mirror image reversal of a 40-25 loss in a 1987 representation election. But the NLRB threw out the first vote because of employer misconduct.

This time around, on a level playing field, workers won the right to a union.

Data

Jobless total holding with more part-timers

The number of jobless workers remained stagnant at 6.6 million last month, the Bureau of Labor Statistics reported, although the nation's unemployment rate inched downward to 5.3 percent.

The number of persons working part-time but seeking full-time work swelled by nearly 300,000 to 5.3 million in December and more then 950,000 discouraged workers gave up their job search. Less than one-third of jobless workers received any unemployment benefits.

Unemployment in construction remained stuck in the double-digit range at 10.4 percent and the mining and oil industries posted a 7.7 percent jobless rate. In the BLS survey of 11 large states, December unemployment increased in six states and remained constant in one.

Over the year, the number of service sector jobs grew by nearly 3 million while the goods-producing sector saw an increase of 700,000 jobs, the BLS payroll survey found.

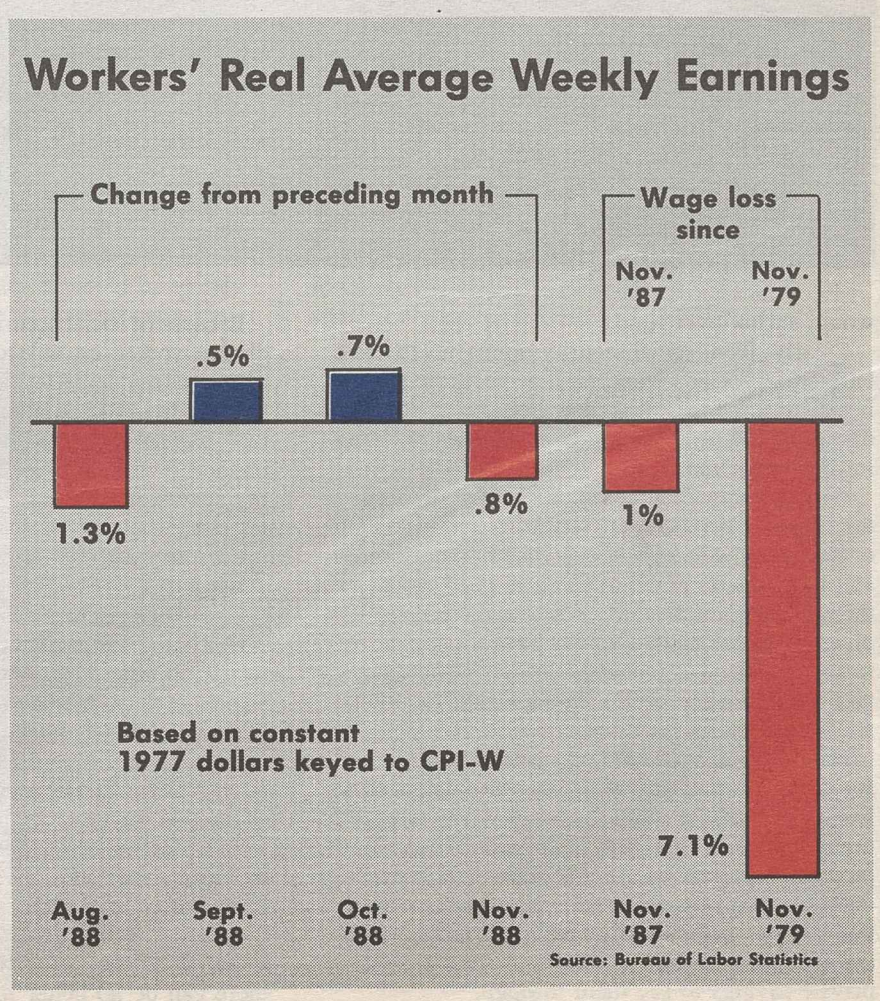
Real earnings

Working families were hit by a drop in average hours and earnings while the consumer price index rose two-tenths of 1 percent in November, pushing down real average weekly earnings. The Bureau of Labor Statistics reported that November real earnings dropped eight-tenths of 1 percent and were down 1 percent over the year-ago period.

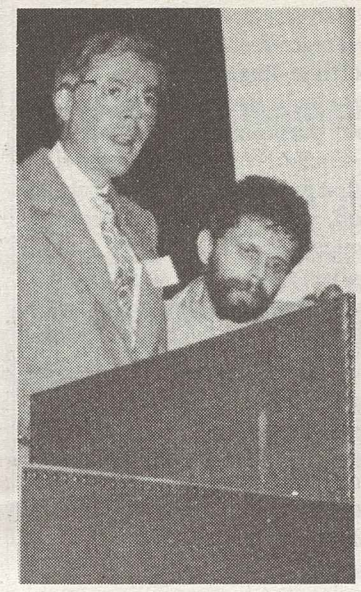
Inflation for the January-November period is running at an annual rate of 4.4 percent, BLS said, the same as for all of 1987.

Average weekly hours fell six-tenths of 1 percent and hourly earnings inched downward by two-tenths of 1 percent in November. At a seasonally adjusted rate, weekly earnings fell 1 percent from November 1987, one year ago, and were down 7.1 percent from November 1979, the AFL-CIO said.

Workers' Real Average Weekly Earnings



Free, democratic union emerges in Hungary





AFL-CIO International Affairs Director Tom Kahn and Scientific Workers Union President Endre Hann address Hungarian delegates.

Budapest, Hungary

Democratic trade unionism is taking root in Hungary, encouraged by the example set by workers in neighboring Poland, and Hungarian union leaders predict that one day soon "we will see the emergence of our own Lech Walesa."

That pledge came at the convention of the Democratic Trade Union of Scientific Workers—the first free trade union formed inside a communist country since Solidarnosc and Walesa burst on the scene in 1980.

The 200 union delegates gathered in the conference hall of the Hungarian Academy of Sciences heard a message from AFL-CIO President Lane Kirkland extending the federation's "hand of solidarity to Hungary's democratic future."

The union was created in May 1988 by researchers, scientists and academic workers and in just a few months has grown to 4,000 members. The union is pressing for the restoration of the rights of workers dismissed for their activities on behalf of democracy and human rights.

It is also campaigning for improved working conditions, increases in funds for scientific and scholarly research and paid sabbaticals. It is publishing a monthly newspaper and has been allowed by Hungarian authorities to open a small office.

The emergence of free trade unions in any communist country is an "event of historic significance," the Kirkland message stressed, noting that in this century many political movements have claimed to speak in the name of workers. "The time has come for workers to speak in their own name," he declared. The message from Kirkland, who was meeting with Walesa in Paris the previous week, was delivered by AFL-CIO International Affairs Director Tom Kahn.

Kahn pledged the AFL-CIO's "moral support and whatever assistance you deem appropriate within the limits of our capacity."

The current thrust toward free trade unionism in Hungary is being spurred by white collar workers and professionals, who are among the worst paid in the country's workforce.

A recent march organized by the democratic teachers' union drew some 1,000 participants to protest the government's education budget and to demand a greater commitment to education. It was Hungary's first free trade union demonstration in 40 years, and featured speeches criticizing the inaction of government-controlled official "trade union" fronts.

Discontent among blue collar workers has manifested itself largely in sporadic strikes, but there is growing evidence that these workers want to cast off their discredited state-run unions and create democratic institutions subject to control by the workers themselves.

To help accelerate the pace of this movement, leaders here have created the Democratic League of Independent Unions, a coordinating center to provide mutual aid and to assist workers in creating new unions free of government control.

"In the months ahead, Hungary is likely to see an upsurge in labor unrest fueled by higher taxes and prices increases," one Hungarian dissident told AFL-CIO delegates attending the conference.

Faced with severe economic difficulties, the communist government has momentarily relaxed its ban on independent organizing. At a time when free trade unions and independent democratic youth, ecological and political organizations are enlisting thousands of Hungarians, the communist-run "unions" have lost as many as 300,000 members.

But many Hungarian democratic activists continued to voice uncertainty and anxiety about the future. In both formal sessions and private discussions with AFL-CIO representatives, they emphasized their need for greater contact with their trade union counterparts in the West and asked for assistance as they help relearn the rudiments of free trade unionism.

The significance of a free trade union convention inside the Soviet bloc was underscored by the large number of international labor observers. They included representatives of the International Confederation of Free Trade Unions, the International Federation of Free Teachers Unions, the French Force Ouvriere and an academic workers' union from neighboring Austria.

A message of solidarity was read from Lech Walesa, and delegates warmly applauded the remarks of Oleg Rumyantsev, a representative of the Democratic Perestroika Club, who had traveled from Moscow.

The AFL-CIO delegation included David Dorn of the American Federation of Teachers and Adrian Karatnycky of the federation's International Affairs Dept. in addition to Kahn.

They met with officials of Hungary's other independent unions—including the democratic film makers' union and the democratic teachers' union—and visited the home of Sandor Racz, the workers' leader of the 1956 Hungarian Revolution, who was a guest of the AFL-CIO in June 1987.



Historic meeting

After years of waiting, AFL-CIO President Lane Kirkland and Solidarnosc leader Lech Walesa, right, meet for the first time in Paris. Walesa came to Paris for an international human rights conference. The AFL-CIO delegation at the Paris meeting included Federation Vice Presidents John J. Barry and Albert Shanker. With Kirkland and Walesa is Solidarnosc's Brussels-based representative Jerzy Milewski.

Newsmakers

JOYCE D. MILLER, a vice president of the Clothing & Textile Workers, was elected to a one-year term as president of the Industrial Relations Research Association at the IRRA's annual year-end meeting.

Miller, an AFL-CIO vice president, is also president of the Coalition of Labor Union Women.

JOHN J. SWEENEY, president of the Service Employees, was elected by delegates from 14 countries as the first president of a new division of the International Federation of Commercial, Clerical, Professional & Technical Employees (FIET) covering building service workers.

Dole nominated as Secretary of Labor

"We look forward to working with her. She is a person of proven stature and wide experience in public life who will give the Labor Department an important voice in the affairs of interest to working Americans."

—Lane Kirkland

Elizabeth Hanford Dole

Born: 1936 in Salisbury, North Carolina.

Education: Was graduated from Duke University, received a masters and law degree from Harvard.

Background: Practiced law in Washington, D.C. in 1967-68; executive director of the President's Committee on Consumer Interests, 1968-71; deputy director of the White House Office of Consumer Affairs, 1971-73; member of the Federal Trade Commission, 1973-80; member of President Reagan's transition team and served as public liaison before named Secretary of Transportation in February 1983; resigned October 1987 to campaign for Sen. Robert Dole (R-Ka.).



Elizabeth Dole

White House 'meddling' threatens safety rule

The Occupational Safety & Health Administration's plans to modify its hazard communication standard is "unjustifiable, unwarranted and clearly not in the best interest of improving workers' safety and health," the AFL-CIO testified.

Federation safety director Margaret Seminario said the AFL-CIO opposes OSHA's reconsideration of portions of the hazard communication standard that the White House Office of Management & Budget had disapproved. She pointed out that the 3rd Circuit U.S. Court of Appeals last Aug. 19 had ruled OMB lacked authority to disapprove of these provisions.

OSHA, in its rulemaking notice, said it was reconsidering these provisions only because OMB had asked it to do so. By continuing its review of these portions of the standard, she said, OSHA has abdicated its responsibilities under the law to OMB, whose status in the hearing "is simply that of officious intermeddler." She urged OSHA to direct its energies to enforcing the standard and promulgating other regulations.

OMB had objected to a requirement for maintaining material safety data sheets at multi-employer sites. The sheets detail the exposure hazards of individual chemicals. Eliminating this requirement, Seminario said, "cuts the heart out of the standard and leaves workers with little information about the hazards of chemicals."

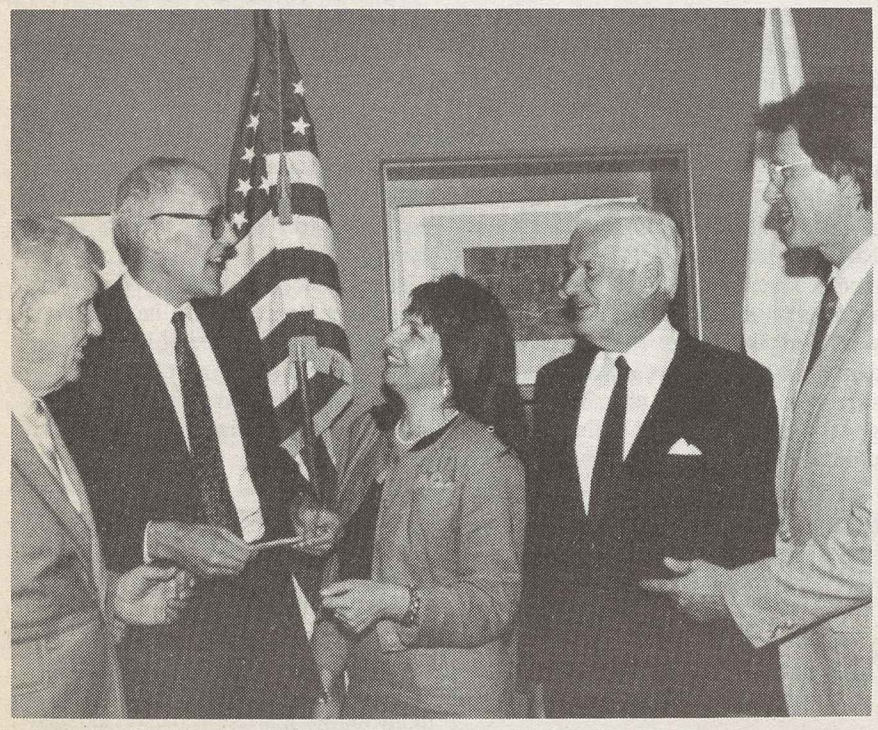
OMB also directed OSHA to exempt from coverage all chemicals covered in the Superfund Reauthorization Act of 1986—products used for personal or household purposes. Seminario noted that the standard is designed to provide information to workers on chemical use on the job, regardless of the source of the chemical.

The budget agency also sought an exemption for drugs and pharmaceuticals covered by the Food & Drug Administration. Those substances can pose a hazard to workers responsible for dispensing and administering them, she said. "We do not believe package inserts or the Physician's Desk Reference are adequate substitutes for a material safety data sheet."

The OMB, on behalf of certain industry groups, objected to OSHA treatment of articles containing toxic chemicals, Seminario said. The formaldehyde industry sought exemptions for certain articles. The standard's current language should not be changed, she testified.

A proposal to ease in-plant labeling requirements should be scrapped, and conflicts between OSHA and the Environmental Protection Agency on pesticide coverage should be resolved, she said.

Both agencies should have "jurisdiction over providing information on pesticides and that the OSHA hazard communication standard should apply to all pesticide-exposed workers."



William Honig, California Superintendent of Public Instruction, presents $1 million check to Teresa Sanchez-Gordon, executive director of the Labor Immigrant Assistance Project. From left are Los Angeles County AFL-CIO Executive Sec.-Treas. William R. Robertson, Honig, Sanchez-Gordon, California AFL-CIO Executive Sec.-Treas. John F. Henning and AFL-CIO Regional Director Dave Sickler.

Los Angeles labor gets funds to spur immigrant education

Los Angeles

The Labor Immigrant Assistance Project, sponsored by the Los Angeles County AFL-CIO, has received $1 million of federal funds to provide eligible legalized aliens classes in English, civics and American history.

Los Angeles AFL-CIO Executive Sec.-Treas. William R. Robertson was presented the check by State Superintendent for Public Instruction Bill Honig. "We are grateful for the opportunity to open the largest, private, nonprofit education program for 'amnesty' applicants in the country," said Robertson.

LIAP Executive Director Teresa Sanchez-Gordon said with "these desperately needed funds we can make our vision for an 'amnesty' education program to serve the enormous immigrant community of southern California come true."

The funds are provided to the states by the federal government to aid immigrants in meeting the educational requirements of the Immigration Reform & Control Act of 1986.

Some 2,000 immigrants have already signed up for classes and LIAP hopes to serve some 12,000 immigrants over the next year. The $1 million was part of $6 million authorized for the federation's program.

LIAP provides classes at union halls, churches, worksites, and community and government agencies in Los Angeles and Orange Counties. Besides the classes which are offered days, evenings and on weekends, students can study independently at the Labor Learning Center utilizing computers, video and audio tapes, and a range of other learning materials. The center is funded in part by a grant from the Ford Foundation.

AFL-CIO Regional Director David A. Sickler praised the effort and cooperation of the local central body in making the program work. The federation has worked closely with the local body on the project.

Michael Calabrese, who oversees the program for the federation's Dept. of Organization & Field Services, pointed out that labor is not only providing a vital service, but is demonstrating to these individuals "our deep commitment to their welfare."

This is the second phase of labor's amnesty assistance program. The first phase helped tens of thousands of immigrants apply for legalized status from the federal government.

Silberman succeeding Denison in union benefit program post

David Silberman, the AFL-CIO's associate general counsel, will head the federation's Union Privilege Benefit Programs, succeeding President Ray Denison who will retire Feb. 28.

Silberman, 37, joined the AFL-CIO legal department in 1985. As UPBP counsel, he participated in discussions and contract negotiations with financial institutions and other organizations, in addition to serving as the federation's associate general counsel. Prior to joining the AFL-CIO, he was a partner in the Washington law firm of Bredhoff & Kaiser and taught law at George Washington University.

Denison, 65, has headed the UPBP since the program was established in 1986 and the first benefit—low-interest credit cards—was offered to members of participating unions.

Denison said the plan to develop financial and insurance services and other programs to assist union families was an important means to expand labor's strength in the marketplace. "The Evolution of Work Committee's report gave us the blueprint to begin," but AFL-CIO unions are taking the opportunity to use UPBP as another tool for organizing and serving members, he noted.

Since 1986, UPBP has expanded to offer legal, travel and life insurance benefits and includes an associate membership program to reach out to workers who are not yet in an organized bargaining unit.

Associate membership allows workers to take advantage of UPBP benefits and services while building links to organized labor. It also helps unions stay in touch with supporters following an unsuccessful organizing campaign or with union members who face permanent layoff or plant closings. Dues for associate members are set by participating unions.

In 1987, UPBP introduced a legal services plan, under which participating union members receive a free initial consultation and other services as well as a 30-percent fee reduction for more complicated legal questions.

UPBP also initiated a travel program that offers low airfares and car rental discounts. The travel service also provides special low hotel and motel rates and a travel accident policy.

A life insurance program went into effect last March, with members ages 18-79 guaranteed coverage and protection under three separate plans, with additional coverage available for spouses and children, and a mail-order prescription drug service is in the planning stages, to be tested by several AFL-CIO unions.

Other programs being considered by UPBP include health insurance, financial services, a discount buying plan and other insurance options.

Denison stressed that every program is carefully studied before it is introduced to discover and resolve potential problems.



UPBP's Ray Denison, left, with successor David Silberman.

Resources

News You Can Use

PRINT MATERIALS

Remembering the dream

The bond between labor and the civil rights movement was fostered and strengthened by Dr. Martin Luther King Jr., who joined in organizing campaigns and strikes and worked with labor, championing the cause of equality and economic justice until his tragic death in April 1968.

In "Living the Dream," excerpts of Dr. King's remarks to the 1961 AFL-CIO convention and at other union meetings provide an eloquent reminder of his dream of equality and freedom for all Americans.

Freedom of association

"There ought to be, in the forefront of a foreign policy worthy of the United States of America, a new and steadfast commitment to the advancement of human rights, beginning with the basic rights of working people."

That is the focus of a remarks by AFL-CIO President Lane Kirkland at the federation's Freedom of Association conference held last Nov. 29 in Washington. Available in speech text.

Worker rights around the globe

AFL-CIO Sec.-Treas. Thomas R. Donahue outlined the federation's campaign to promote fair labor standards for workers around the world in an address to a symposium on labor standards sponsored by the Labor Dept. and in Overseas Development Council. Available in speech text.

Learning about labor

When young children ask "what is a union," working parents can turn to a booklet written especially for elementary school-age students. In "What is a Union?" children can learn why and when unions were first formed and how they help workers. Unions began because people "had to work long hours in dark, dirty, dangerous places," the booklet says.

Today, unions make certain that machines are safe and not too noisy, that members know about changes on their jobs and that workers are treated fairly, it adds. The 24-page booklet is available for $1.05 per copy from Cornelius Communications Company, Inc., 2457 E. Washington St., P.O. Box 7, Indianapolis, Ind. 46206.

FILM AND VIDEO COLLECTION

The AFL-CIO Dept. of Education maintains the nation's largest film and video library on labor-related subjects. Audio-visual programs on collective bargaining, grievance handling, arbitration, labor history, occupational health and safety and other topics are available to unions, high schools and universities nationwide. A complete listing and description of these programs, "Films and Video Tapes for Labor," is available free from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Additional copies are 75 cents.

The films and videos can be used at local union membership meetings, education programs and conferences. The rental fees range from $5-$10. Many unions also work with social studies and history teachers to educate students on the role of unions in society, opening discussions with labor history films and videos. A teacher's kit that includes a labor bibliography, pamphlets and a teaching outline on unions is available from the pamphlet section, along with "Why Unions," a publication for students.

Films and videos can be ordered from the Education Dept. by writing to the film librarian at least two weeks prior to the program date.

Aids for grievance handling

The Case of Barbara Parsons. A 50-minute program that follows a grievance through four steps of the procedure, ending in arbitration. The grievance involves a male employee who is denied a promotion even though he has seniority and the ability to do the job. Management claims Barbara Parsons, a new employee, has special qualifications for the position. The program was produced by the Film Board of Canada and is available in 16 millimeter and VHS formats. Rental fee $10.

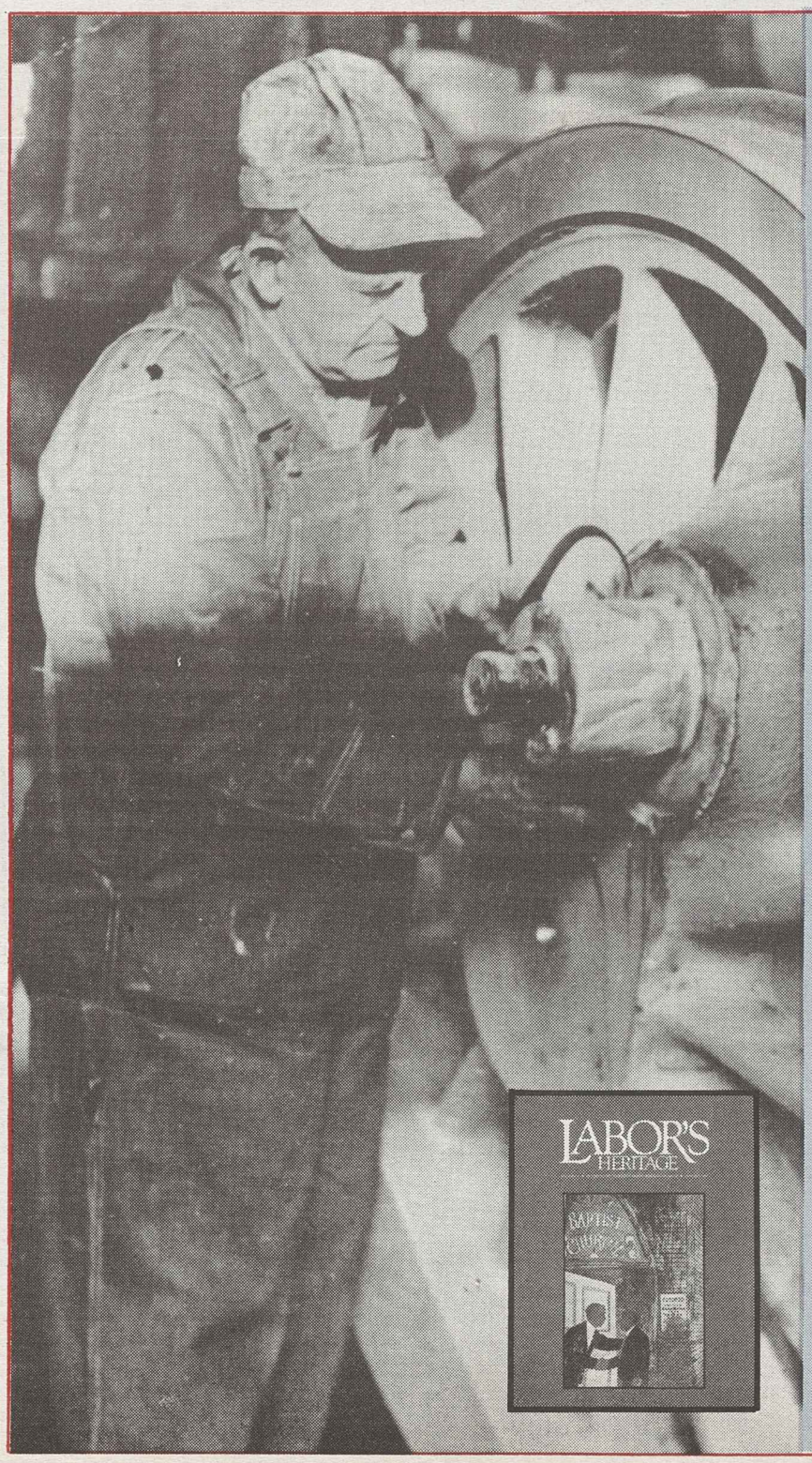
The Duty of Fair Representation. A 22-minute video that answers common questions that officers and shop stewards ask about fair representation, including "what is the union's legal obligation to nonmembers?" and "must every grievance be represented and processed?" The video discusses the legal history of fair representation and cites several Supreme Court decisions. It clearly emphasizes that when a union has exclusive bargaining rights, it also has the responsibility to represent everyone in the bargaining unit. This VHS format video was produced by AFSCME. Rental $5.

Scenes from the Workplace. This 29-minute program spotlights public employees in a series of confrontations between a worker and her supervisor. Disputes involved seniority, absenteeism, work assignments, dress rules and other issues that may or may not be actual grievances. Each disagreement ends with the worker telling the supervisor that the problem will be taken up with the union steward. This film can be used by unions in either the private or public sector in discussing contract language and what constitutes a grievance. Produced by the Labor Dept., it is available in 16 mm or VHS format. Rental $5.

Button, Button. This program reviews one of the disputes portrayed in "Scenes from the Workplace" and follows it through the first two steps of the grievance process. The grievance involves a tax assessor and union member who refuses to remove a lapel button supporting a tax increase that is opposed by the mayor. The supervisor threatens the worker with suspension, loss of pay and a reprimand unless the tax assessor removes the button. This 23-minute film was produced by the Labor Dept. Rental $5.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Film and video rentals are available from the AFL-CIO Education Dept., Room 407, 815 16th St., N.W. Washington, D.C. 20006. Rental fees range from $5-$10. Orders are subject to availability and sufficient advance notice.



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The AFL-CIO News through the years.

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AFL-CIO NEWS

Reader survey leads AFL-CIO News into new era

This issue starts the AFL-CIO News into a new era, with a new format and the regular use of color photos for the first time in the 33 years since the News was born from a merger of the AFL News Reporter and CIO News in 1955.

The changes follow a 1988 mail survey of AFL-CIO News readership. An 18-question survey was answered by 682 subscribers starting in May 1988 and the new format was approved by the public relations committee of the AFL-CIO Executive Council in October.

Overall, the AFL-CIO News got passing or good grades in the details of the survey with the readers sending one powerful message:

The AFL-CIO readers want ''in-depth coverage of the issues'' and the News is well-read because readers want ''the AFL-CIO perspective'' on those issues.

An overwhelming 71 percent of readers said regardless of whether they've seen a news item before, they read it again in the News because they want the AFL-CIO perspective. And 68 percent said it would be worthwhile to list what full texts are available from the AFL-CIO so they can go into a subject even further.

Thus are born two features issue: ''Resources'' on page 11, which lists both print and video material available from the AFL-CIO. Also, pages 6 and 7 of this issue launch a ''Focus'' on a single topic of national concern, this time social security.

''Breaking news'' finished last, at 24 percent, in terms of ''what is most important to you,'' behind the 39 percent selection of ''in-depth coverage'' and 36 percent for ''AFL-CIO perspective on the issues.'' From that follows the final major change in the AFL-CIO News: the move from weekly to every other week publication, or 26 issues a year instead of 51 as in previous years.

The organization of the pages and the ''newsmaker'' and ''briefs'' are in response to a 61 percent vote for ''use of summaries of news items.'' The Capitol Digest summaries on page 3 and the quick look at the whole issue through the index on page 12 are a response to that call for ''summaries.''

When respondents were asked to compare ''important sources of certain kinds of news,'' among ''your local newspaper, *New York Times*, *Wall Street Journal* and *USA Today* or the *AFL-CIO News*,'' the News was rated most important by 80 percent of the readers for contract settlements, by 79 percent for other details of negotiations and by 73 percent for coverage of ''news that affects workers lives.''

For 46 percent of readers, the AFL-CIO News is an important source of other economic data.

Forty-seven percent of respondents read every issue of the AFL-CIO News regularly, 60 percent keep some back issues on file and 54 percent of these use the News for their union publication or for speeches or testimony.

The AFL-CIO News survey was coordinated by Barry Sussman, a former UPI and Washington Post editor who is now an independent pollster and public opinion analyst.

—Rex Hardesty

VOLUME 34, NUMBER 1
JANUARY 11, 1989

AFL-CIO NEWS

INSIDE

1 ***Lowest-paid workers get good tax news***
New Year's cheer includes new laws barring lie detector tests of workers and requiring 60 days' notice of plant closings.

2 ***Labor plans session on the Lord's work***
A unique inter-denominational conference to explore ethical and human rights issues of the workplace.

4 ***A union merger and a new president***
Two building trades unions join forces, and Frederick O'Neal passes the baton to Theodore Bikel.

6 ***Social security solid, but myths die hard***
For young workers and retirees alike, America's social security system remains the bedrock of family protection.

9 ***Democratic unionism takes root in Hungary***
Poland's Solidarnosc is the inspiration for a new union of Hungarian scientific workers.

11 ***Union resources: telling the story***
Pamphlets and films are among the resources available to affiliates from AFL-CIO headquarters.

UNION YES

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1/11/89

AFL-CIO NEWS

VOLUME 34, NUMBER 2 JANUARY 21, 1989

FOCUS



New ways

The workplace is a better place when management involves workers in decisions. Auto Workers in Ohio and Service Employees in New York build innovative workplaces. Pages 4-5-6.

Fresh tide of imports worsens trade gap

The U.S. trade gap swelled to $12.5 billion in November, up nearly 22 percent over the previous month and the steepest one-month shortfall since June, the Commerce Dept. reported.

Imports shot up $1.6 billion, or 4.2 percent, to $39.7 billion, the second highest level ever, as exports dropped by 2.3 percent $639 million to $27.2 billion.

Leading the import surge was a jump in foreign capital equipment including steel products, airplances and machinery and consumer goods. Exports of manufactured goods fell by $717 million to just under $18 billion. The widening deficit in manufactured goods exceeded November's total trade gap.

The 1988 trade deficit is running at an annual rate of $137.3 billion, down from the 1987 record of $170.3 billion, but far from the manufactured goods surplus the nation maintained up until the 1980s.

In 1981, the United States experienced a $15 billion surplus in manufacturing, but that edge has given way to a deficit that is expected to exceed $131 billion for 1988.

From January-November, imports increased $32 billion over the year-ago period to $418.5 billion. Exports grew by $62.7 billion to $292.6 billion over that same period.

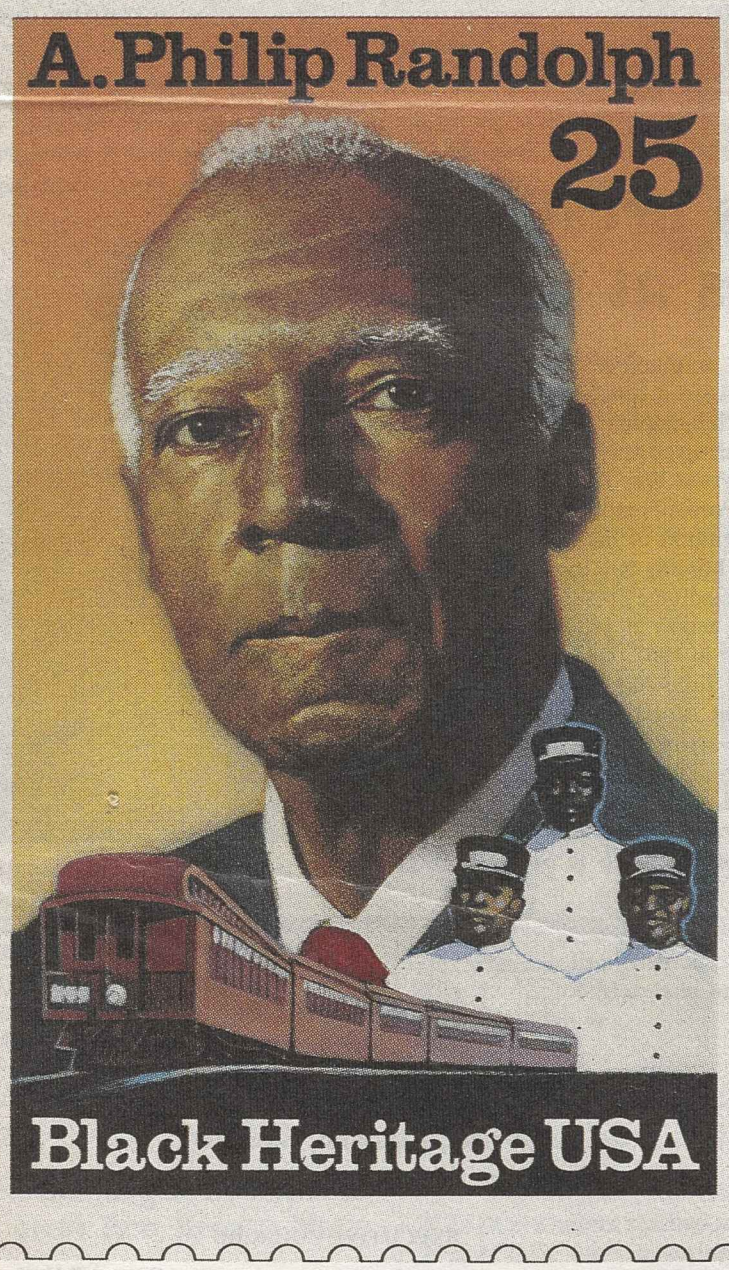
AFL-CIO international economist Mark Anderson said the November trade report indicates that efforts to eliminate the trade deficit by relying solely on a lower dollar exchange rate value cannot succeed.

"It is clear that growth in U.S. exports has leveled off while imports continue to surge," he said. The report demonstrates that "the willingness of our trading partners to purchase American goods has limits and underscores the need for policies designed to limit import growth if there is to be any hope of bringing trade into balance," Anderson stressed.

While some economists continue to press for a still lower dollar exchange rate, "such a policy is not costless and will have the effect of allowing foreign interests to continue to buy America on the cheap," he said.

The AFL-CIO is pressing for vigorous enforcement of trade legislation

Continued on Page 14



Hail to the Chief

The stamp paying tribute to labor and civil rights leader A. Philip Randolph will be issued Feb. 3 in New York City. The Randolph stamp will be the 12th in the Black Heritage Series of commemorative stamps.

Randolph, the "chief" to the Sleeping Car Porters he organized and generations of other trade unionists, was an AFL-CIO vice president and organizer of the 1963 March on Washington. He died in 1979 at the age of 90.

OSHA bows to industry on hazard standards

'Workers will be the losers in the long run'

The AFL-CIO charged that the Occupational Safety & Health Administration did more to protect corporations than to protect workers when it adopted standards for hundreds of hazardous materials in the workplace.

Federation safety director Margaret Seminario said the new exposure limits set for many of the 400 chemicals are based on recommendations of the industry-influenced American Conference of Governmental Industrial Hygienists (ACGIH).

OSHA "essentially has adopted exposure limits that industry can live with rather than ones that will protect workers," she said. "Workers will be the losers in the long run because the new limits are being misrepresented by OSHA as protecting workers, when they will not."

Seminario stressed that the new regulation covering general industry fails to provide protection to the millions of workers in the construction, maritime and agricultural industries. It does not require medical surveillance or environmental monitoring, and the requirement for engineering controls to cut worker exposures will be delayed until 1992, requiring instead the use of respirators. The agency is considering eliminating the engineering control requirements for some chemicals.

OSHA reviewed recommendations from the ACGIH and the National Institute for Occupational Safety & Health, opting in most cases for the higher exposure limits set by the industry-influenced ACGIH.

"What OSHA did was take the standards of the ACGIH and cofidy them," Seminario said. "These private standards have a long history of industry influence, and these are the limits that industry on a voluntary basis has looked to adopt."

OSHA Administrator John A. Pendergrass claimed the new exposure limits, which match many of the ACGIH recommendations, "are now based on the most dependable, up-to-date information available."

The wholesale adoption of the ACGIH limits, while backed by many industry groups, was not recommended by the group itself. ACGIH Chairman Vernon I. Carter, in a March 1988 policy statement, said that the group's "threshold limit values (are) recommendations or guidelines . . . They are not developed for use as legal standards and the ACGIH does not advocate their use."

Earlier, in January 1987, then ACGIH Chairman Jeffrey S. Lee said, "TLVs should only be used for the purpose they are intended as guidelines or recommendations and not as a fine line between safe and dangerous concentrations." He added that ACGIH's guidelines "will never be perfect and never be as extensive as a NIOSH criteria document or as a preface to an OSHA standard."

Since OSHA's creation, it has produced comprehensive standards for only 24 substances, many at the behest of federal courts. It was this backdrop that provided the impetus for the agency to undertake a wholesale update of exposure limits for hundreds of toxic substances.

Congress, in establishing OSHA in 1970, allowed the adoption of consensus standards for two years. Exposure limits for 212 of the chemicals were set then, based on 1968 ACGIH limits. In the new regulation, an additional 164

Continued on Page 13

UNION NEWS

1989 Bargaining covers 3 million

Total affected decidedly larger than last year

Major contract negotiations covering more than 3 million union members will open this year, in industries ranging from communications and health services to construction and local government.

That's decidedly more than in 1988, when about 1.8 million workers covered by major settlements won first-year wage gains of 3.5 percent when lump-sum payments were included in the wage calculations.

Private sector bargaining in 1989 will involve mostly workers in nonmanufacturing industries, including 533,000 members of the Communications Workers and Electrical Workers at American Telephone & Telegraph and Bell system operating companies and more than 116,000 Food & Commercial Workers at grocery and drug chains nationwide.

Of the 1 million public workers involved in contract talks, 502,000 are state employees and 467,000 are employed by local governments, predominantly in education.

Private sector negotiations scheduled for 1989 include:

January—12,000 Machinists with Trans World Airlines.

February—50,000 Food & Commercial Workers with food stores in northern California.

March—18,000 Communications Workers with General Telephone of California; 10,000 Hotel Employees & Restaurant Employees with hotels in Los Angeles.

April—27,000 Carpenters, Laborers and Operating Engineers with Associated General Contractors in Kentucky, Mississippi, Toledo, Ohio, Hartford, Conn., and St. Louis.

May—12,000 UFCW members with Washington, D.C. food stores; 180,000 Electrical Workers and CWA members with AT&T, and 30,000 Carpenters with the Detroit Contractors Association.

June—57,000 Carpenters and Laborers with Associated General Contractors in California, Rhode Island, Atlanta and Toledo, Ohio; 12,000 UFCW members with Clark Drugs in California; 14,000 Utility Workers with Consolidated Edison; 37,000 members of Actors' Equity with New York theaters; 65,000 members of the Retail, Wholesale & Dept. Store Union with the New York Hospital League and nursing homes, and 67,000 Screen Actors with Theatrical Motion Picture & Television producers.

July—13,000 IBEW members with Illinois Bell.

August—322,000 CWA and IBEW members with Bell system companies; 12,000 Steelworkers with Inland Steel Corp., and 10,000 IBEW members with Raytheon Corp.

September—28,000 UFCW members with food chains in Washington and Chicago and 16,000 UFCW insurance agents with Prudential Insurance Co.

October—14,000 UFCW members at food chains in New Jersey, New York and Wisconsin and 69,500 IAM members at Boeing Co., Lockheed Corp., McDonnell Douglas Corp. and United Airlines facilities.

November—9,000 Service Employees at Kaiser Foundation Hospitals.

December—30,000 SEIU members with the New York Realty Board.

Major agreements reached with private industry employers last year provided median first-year wage increases of 2.7 percent, up from 2.4 percent a year earlier, a Bureau of National Affairs survey showed.

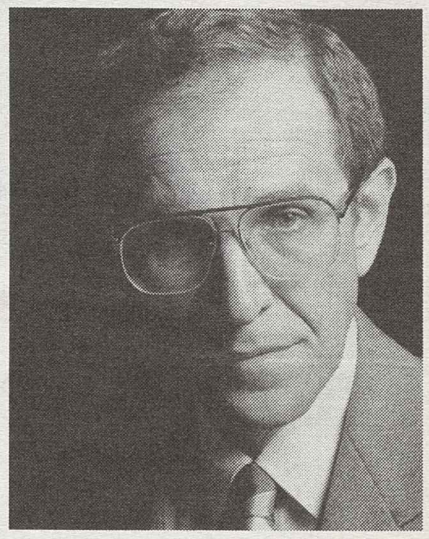
In nonconstruction industries, the median first-year wage increase was 2.9 percent, up from 2.4 percent in 1987. Construction contracts provided first-year wage gains of of 1.5 percent, down from 2.5 percent a year earlier.

Manufacturing workers realized first-year wage gains of 2.2 percent in 1988, compared with 2 percent the previous year. But when lump-sum payments are added into the wage calculation, manufacturing workers won first-year increases of 3.8 percent.

For unionized workers in all industries, including the lump-sum payment resulted in increases of 2.5 and 2.8 percent in the second and third contract years.

Lump-sum provisions were included in 31 percent of the contracts negotiated last year, up from 25 percent a year earlier. When those payments were included, 25 percent of the settlements provided increases of 4 to 6 percent, while just 11 percent called for a wage freeze.

The BNA analysis was based on a review of 1,060 agreements covering about 1.8 million workers at companies with at least 50 workers.



Arthur R. Loevy

ACTWU board elects Loevy

The executive board of the Clothing & Textile Workers elected Arthur R. Loevy secretary-treasurer, to succeed Charles Sallee, who died last month.

Loevy, 48, has been the union's executive vice president since 1987. He will continue as manager of the Chicago & Central States Joint Board.

After joining ACTWU's staff in 1963, Loevy served as organizing director of the Chicago-based joint board and then as assistant manager.

Asbestos Workers president Andrew Haas dies at 64

Asbestos Workers Union President Andrew Haas, 64, died of cancer January 11 in Washington.

Haas had been president of the Asbestos Workers since 1972 and was also a vice president of the AFL-CIO Building & Construction Trades Dept. His successor will be chosen by the union's Executive Board.

In a message to his family, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas Donahue praised his vigilance in fighting for occupational safety and health:

"His distinguished trade union service on behalf of the members of the Asbestos Workers will be remembered by all who knew him. His half-century of work improved many lives."

Haas, a member of the Asbestos Workers since 1942, first joined Local 14 in Philadelphia. His union career was interrupted only once, during service in World War II, where he earned both a Purple Heart and a Bronze Star in recognition of his bravery.

After holding two local offices Haas was elected vice president of the international union in 1957 and secretary-treasurer in 1967. He became president in 1972 following the death of then-President Albert E. Hutchinson.

Survivors include his wife Alice, four daughters, three sons and 17 grandchildren.

Services were held Jan. 14 at St. John the Baptist Church in Silver Spring, Md.



Andrew T. Haas

AFL-CIO NEWS

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New worker rights law now needs teeth

Labor's success in getting a worker rights provision into the trade law Congress passed last year won't mean much if it isn't vigorously enforced, AFL-CIO President Lane Kirkland warned.

Violation of internationally accepted worker rights has now been branded an "unreasonable trade practice" and grounds for U.S. retaliation. Previously, laws that provide preferential tariff treatment for developing countries and insurance for U.S. investments abroad also were amended in recent years to deny benefits to countries that flout worker rights.

The International Labor Organization, to which nearly all of the world's nations belong, has defined rights that workers in every country should be able to claim. They include freedom of association, the right to collective bargaining, a safe workplace and bans on forced labor and child labor.

But paper guarantees aren't enough, Kirkland stressed at a conference sponsored by the Labor Rights Coalition, an alliance of union, religious and public interest groups headed by former Labor Sec. Ray Marshall.

"What we have gained amounts to little more than words if not aggressively pursued by an Administration whose appointees really believe in them," Kirkland cautioned. "The mouths that utter the words must have teeth as well as tongues, and those teeth must be used where the circumstances demonstrably warrant their use."

The change of Administration offers an opportunity to shape a foreign policy clearly committed to human rights, Kirkland noted. Enforcement of the workers rights provisions of U.S. trade laws will be a key test of that commitment, he said.

Kirkland noted that the AFL-CIO and the International Confederation of Free Trade Unions have pressed without success for the world's trading nations to incorporate a "social clause" dealing with worker rights in the General Agreement on Tariffs & Trade.

But at the various economic summits, he said, action has been stalled "by the guilty, the mercenary and the indifferent."

Without such an agreement, the United States has an obligation to deal with the issue unilaterally, Kirkland said. If some other democratic nations would do likewise, he predicted, "international action would soon follow."

Kirkland stressed that the labor movement's goal in pressing for world observance of worker rights is not "to diminish trade between nations but to enhance and enrich it." Trade should be a force for "progress for all rather than for the gross enrichment of the few," he insisted.

The secretary-general of Chile's Confederation of Democratic Workers, Hernol Flores, told the conference that U.S. insistence on human rights and worker rights can make a difference.

Flores spoke of his own experiences of on several occasions being "dragged out of my bedroom in the early hours of dawn to be taken to police headquarters." The intent was intimidation, "to shake me up . . . to terrify my family. Only when the United States, at the urging of the AFL-CIO, imposed some tariff penalties on Chilean products did the Pinochet dictatorship make concessions on worker rights, he said.

Rep. Don J. Pease (D-Ohio), who helped write worker protections into the trade bill, told the conference that denial of worker rights "sows the seed of social instability" in the Third World.

Worker rights and unions are "essential to economic justice and to the safeguarding of human freedom in any society," he declared.



Lane Kirkland calls for full enforcement of worker rights provision of new trade law at conference chaired by former Labor Sec. Ray Marshall, left. Chilean union leader Hernol Flores, right, related how U.S. tariff action helped worker rights in Chile.

Kirkland urges world debt mechanism

The international community must find a way to relieve the "oppressive burden" of Third World debt, AFL-CIO President Lane Kirkland said.

Only a trickle of the money loaned by banks in the United States and other creditor nations was used for the public good, he noted. Much of it lined the pockets of the rich or ended up in the foreign bank accounts of tyrants, while the people of the debtor nations are saddled with the repayment burden.

Kirkland urged that U.S. policy include "proposals for the creation of a new international mechanism to acquire this debt at its discounted market value and to negotiate a new deal with the nations now staggering under this load."

The United States can't ignore the crisis, Kirkland stressed.

"A way must be found to end the recycling of capital from banks through the pockets of tyrants, criminals, frauds and exploiters, and by capital flight to other external banks," he urged.

"This cycle leaves in its wake no value," Kirkland said, merely "mounting debt to be serviced endlessly by the sacrifice of the innocent and the further impoverishment of the poor."

More than words alone

—From AFL-CIO President Lane Kirkland's address to International Workers Rights & Trade Conference:

There can be no better test of foreign policy than the extent of its commitment to the advancement of human rights, beginning with the basic rights of working people. The enforcement of the workers rights provisions of our trade laws will and ought to be the crucible of that test.

Words, gestures, promises and formal procedures in and of themselves do not bring relief to exploited workers nor freedom to anyone. The mouths that utter the words must have teeth as well as tongues, and those teeth must be used where the circumstances demonstrably warrant their use.

A foreign policy which encourages or tolerates the spectacle of corporations roaming the world in search of the cheapest and most repressed labor is more perversely protectionist than any tariff or quota, and serves in the last analysis to restrict and undermine markets and lower standards the world over.

In this day and age, the world will not allow a good trade unionist to faithfully discharge his duties to working people without becoming, to some extent, an internationalist.

The global marketplace, the rapid mobility of capital, the inscrutable nature of flags over workplaces, and the indifference of corporate managements to national values and aspirations that do not translate into profit, are facts of life that trade unions cannot wish away.

To an ever increasing degree, the defense of the rights and standards of labor in one country requires that we act in concert with free labor everywhere to defend and advance the rights and standards of all.

Inbrief

IBT wins master contract for 3,000 at Signal Delivery

Teamster members ratified by a 3-2 margin a master agreement with Signal Delivery Service. The new contract replaces 15 separate Signal agreements that covered 3,000 IBT members. The master agreement eliminates a wide disparity in wages, benefits and working conditions, the union said.

The master agreement and five regional supplements largely follow the union's Master Freight Agreement. An appliance division supplement and a truckload rider were negotiated to cover separate operations within the company.

AFL-CIO urges Democrats to elect Ron Brown chair

The AFL-CIO will be urging members of the Democratic National Committee to vote for Ron Brown for chair of the party. AFL-CIO President Lane Kirkland announced a consensus for Brown after a Jan. 11 meeting the Executive Council's Committee on Political Work.

The 402-member DNC will vote for a successor to Paul Kirk on Feb. 10. In advance of the council committee meeting, Brown and four other announced candidates for DNC chair were interviewed by political directors of affiliated unions at a day-long session in the AFL-CIO headquarters. All five candidates met individually with Kirkland, as they did with multiple union presidents.

In addition to Brown, those interviewed were current Michigan party chairman Richard Wiener and former congressmen Jim Stanton of Ohio, Mike Barnes of Maryland and James Jones of Oklahoma.

Steelworkers, LTV settle profit-sharing dispute

Pittsburgh

The Steelworkers reached agreement with LTV Steel covering the distribution of about $100 million in 1988 profit-sharing payments to 18,000 USWA members under the terms of the contract. The settlement also covers 38,000 retirees who will be fully reimbursed for payments they made toward health insurance coverage in 1988.

The dispute arose last year when the company announced it was taking a write-down that it said could eliminate the 1988 profit-sharing payout.

Payouts will average about $1.80 an hour worked in 1988.

New Labor Hall of Fame honors Gompers, Perkins

Samuel Gompers and Frances Perkins were among those honored by the new Labor Hall of Fame, which was dedicated Jan. 11 at the Labor Dept. The hall, a project of the Friends of the Dept. of Labor, honors posthumously those Americans whose "contributions to the field of labor have enhanced the quality of life for millions today and for generations to come."

In addition to Gompers, first president of the AFL, and former Labor Sec. Perkins, the first woman named to a Cabinet-level post, others inducted were industrialist Cyrus S. Ching, a former director of the Federal Mediation & Conciliation Service, and John R. Commons, a labor economist and teacher who pioneered modern-day labor and industrial studies.



NEW WAYS AT WORK

By David Kusnet

At the beginning of the 1980s, the Ford Motor Co.'s Sharonville, Ohio, plant, which manufactures transmissions for cars and trucks, was considered a trouble spot with poor-quality products and chronic labor-management tension.

Sprawling over 52 acres and employing more than 3,500 people, the plant fit the traditional model of the large, hierarchically organized factory, with foremen barking orders at an alienated work force. The result, Auto Workers and management officials now admit, was a low-quality product.

By the middle of the decade, after Ford phased out one of the plant's two products, the outmoded rear-wheel-drive "C5" transmission, 1,600 workers were laid off. "Yes, we were in danger of closing," plant manager Thomas McCaffrey says now.

A veteran of more than 30 years at Ford, including earlier stints at Sharonville, McCaffrey became plant manager in the summer of 1983. A deceptively soft-spoken man with a reputation as a no-nonsense manager, McCaffrey soon understood that "something was very wrong here, and we had to make changes." As a mechanism for turning Sharonville around, McCaffrey turned to what was then a new idea: the Employee Involvement (EI) program Ford and the UAW had negotiated in 1979 but which was only beginning throughout the company.

"Here, we did things a little differently from what was then the prevailing wisdom about EI," McCaffrey recalls. "Instead of starting in the easiest departments, which was how most places did it, we said, the hell with it, we'll start in the toughest places first. EI is supposed to solve problems, so lets start with where the problems are."

DRAMATIC CHANGES

Beginning in fall 1980, EI started with teams of 8 to 10 workers from the same department meeting every week in an effort to solve problems affecting quality and productivity. At Sharonville, where workers had reason to be skeptical about management promises, the local union took a "wait and see" attitude toward EI. This skepticism may well have had a healthy impact because, in an effort to win union support for EI, management agreed to an unusual degree of joint labor-management direction of the program, with UAW members co-chairing committees.

Within several years, the EI process produced dramatic changes:

The four original assembly lines were eliminated, and two lines were built in their place. Unlike the past, when engineers and work-standards specialists would have designed the new lines by themselves, these changes were planned after consulting with the assembly-line workers.

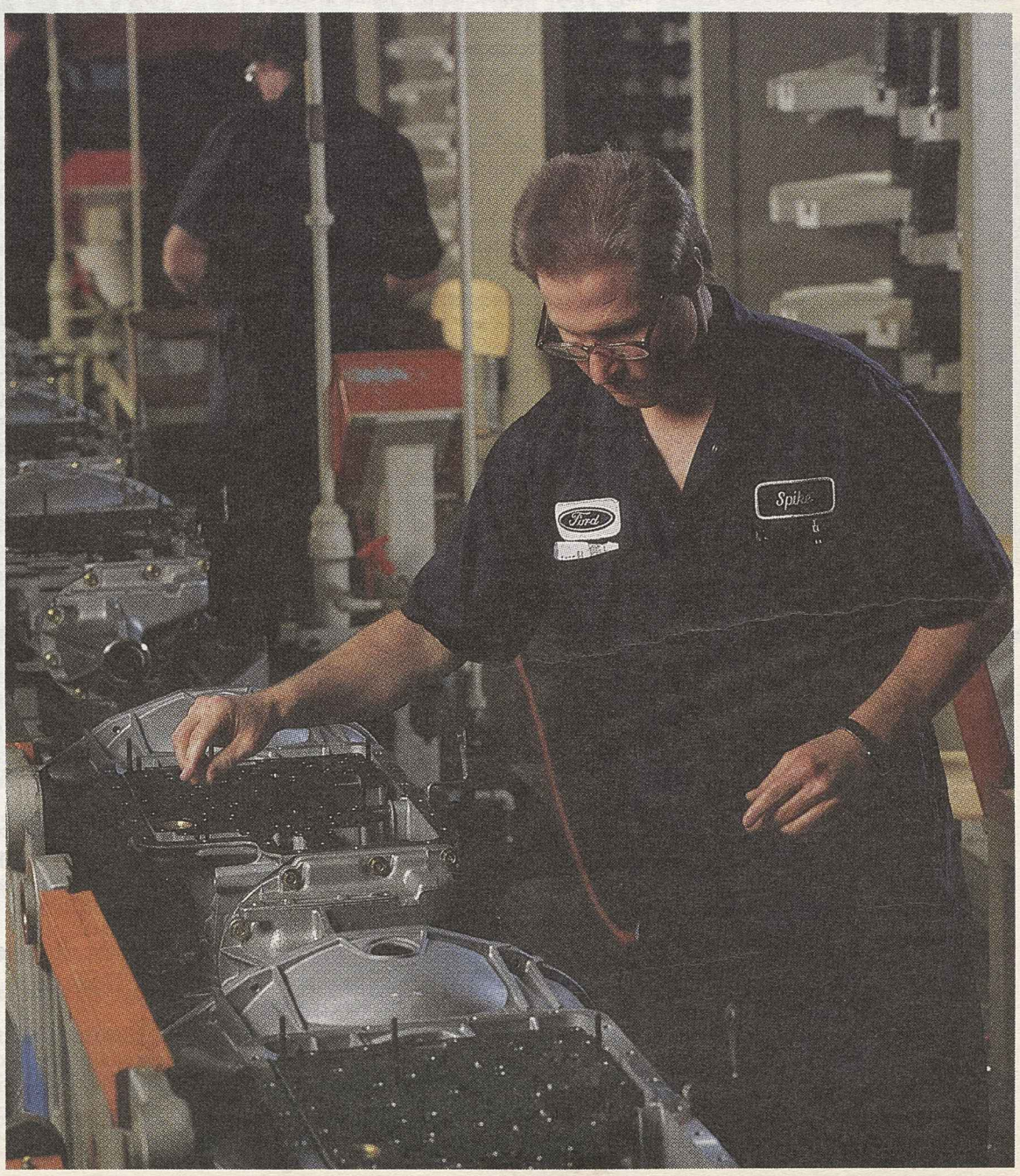
In a dramatic break with the past, workers won the right to stop the assembly line at any time if they spotted defective parts." When I started here, I would have never believed they would let workers stop the line for any reason," says UAW bargaining committee member Ron Hughes.

In an effort to foster teamwork and reduce symbolic distinctions between workers and management, the executive dining room was closed and later converted into an exercise room available to all employees. Meanwhile, in a more substantive change, the number of management and supervision levels has been reduced from seven to four. There is a new emphasis on training in subjects from computer science to human relations. A favorite course is offered by UAW member Al Loos, who takes apart a transmission and rebuilds it from scratch so workers can learn the total process. Multiple trailers, meeting rooms, and work areas are being converted into classrooms.

EI has produced improvements in working conditions, including fans, lighting and ventilation systems, and workers have the opportunity to present ideas for improving quality to top management, engineering staff, and outside vendors.

And in a dramatic change from traditional factory life, workers no longer have to punch a timeclock. Instead, they are trusted to report their own hours, with supervisors and work groups assuming responsibility for ensuring that employees show up for the hours they claim.

Plant manager McCaffrey credits EI with saving the Sharonville plant, by helping it keep the contract for producing a more modern transmission, the C6. However, the guarantee of Sharonville's survival came in April 1986, when Ford decided



"Everyone can buy the same equipment and technologies. The difference is how you manage human resources."

—Thomas McCaffrey
Ford Plant Manager

to invest $250 million in a new state-of-the-art transmission: the E40D that will be built only at Sharonville. What has now grown into a $410 million investment will secure 2,000 existing jobs and produce an additional 200 through the 1992.

Ford's E40D is an all new, advanced technology, heavy-duty transmission that will be fitted into trucks and vans, including the Bronco, F-Series, and Econoline/Club Wagon. E40D has four speeds, including an over-drive fourth, and a lock-up torque converter and over-drive control.

Ford could have contracted out production, bought the transmissions from overseas, or built the E40Ds at any of its domestic plants. Sharonville won the coveted E40D contract through a plan prepared jointly by plant management and UAW Local 983 to produce the transmissions in a way that would maximize quality: self-managing work teams. The plan had credibility because of the plant's earlier success with EI. As McCaffrey explains: "The source of our success is on the factory floor. Everyone can buy the same equipment and technologies. The difference is how you manage human resources."

In preparation for building the E40Ds, every employee involved in the new project participated in a three-week training course on both the new technology and the human relations skills involved in teamwork, including setting goals, communication skills, conflict management, and problem solving.

Last May, Sharonville began producing E40Ds with 40 self-managing "business teams," each consisting of 10 workers, an engineer/cost analyst and a supervisor, whose role is summed up by his title of "adviser/forman." In July, 151 workers, all of whom had volunteered for the project, were involved with E40D but their number was expected to increase significantly in the months ahead.

LOOK OF THE FUTURE

As of today, the "business teams" at Sharonville have a great deal of authority but are not yet completely self-managing. Sharonville's industrial relations director, Gary Blevins, explains "They make their own decisions on how to meet the schedule, how to arrange the work, and the assignment of the work which members of the team do what work. They decide how to rotate the jobs among each other. They train each other in the different jobs."

In the event the foreman/adviser disagrees with a decision by the work group, he can take up the issue with a higher level of management, a situation Blevins calls "very exceptional. I can't think of one instance like that offhand, but that doesn't mean it hasn't happened." Overall, he says, "we still don't have a finished model. We're all still learning.

When the "business team" experiment was just two months old, workers involved in the project seemed enthusiastic about the concept but had a number of gripes about its execution. During a free-wheeling discussion in a meeting room in the plant, workers nodded in agreement when Ron Eads, who works on the "final line" in E40D assembly, said: "It used to be they hired us just for our shoulders and below: Now, they finally understand we have something valuable above the neck."

But workers also agreed when Eads warned that "many of the foremen still act like foremen, not advisers. And there are instances when management won't let us manage ourselves and contradicts our decisions."

Confusion about the relationships between self-managing work groups and frontline supervisors isn't unusual, according to retired Dartmouth Business School professor Robert H. Guest, who was a consultant to the Sharonville plant's Employee Involvement program, as well as for similar efforts in other companies.



"A lot of these plans are groping in the direction of total autonomy, which would mean the elimination of the frontline supervisor, the foreman," Guest explains. "To move from foreman to adviser is a tremendous leap. It's quite common, when you get into self-administration, that old supervisors say, 'okay, now, we're just advising but you'd better do it this way.' The old habits persist. Change always takes much longer than anyone predicts."

However, whether by accident or intention, dramatic change has already come to at least one department in the Sharonville plant. At the time of my visit, William Baldwin, a worker in the valve body room, had the opportunity to work in an entirely self-managing work group because his foreman/adviser had been on leave and there had been no replacement for him. Baldwin says he and his co-workers are enjoying managing themselves because "we know our jobs, we know what has to be done, and we just do it."

Visiting Sharonville and meeting with smart and tough-minded union and management officials—veterans of decades of auto work and industrial conflict—I saw living proof of what UAW bargaining committee member Ron Hughes said: "Employee Involvement, whatever you call it, doesn't mean that either the union or management rolls over and plays dead. They still want to run the company. We still fight like hell for our members. But now, before we fight, we talk."

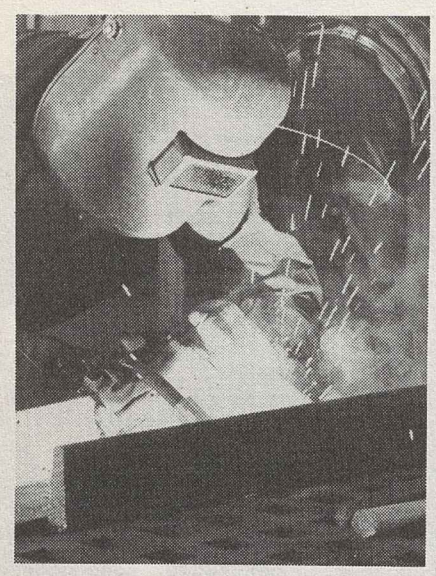
And as Al Blevins, the shrewd and tough-minded UAW shop committee chairman (and no relation to management official Gary Blevins), says, "there are still more than enough legitimate beefs here to keep us all busy. But 10 years ago, if you had told me that workers would have the right to shut down the line for any reason or that the executive dining room would become an exercise room for hourly workers, I would have thought you were crazy."

The successes of Sharonville, together with other experiments like the General Motors' Saturn Project and even their failures may offer a glimpse of the future not only for blue-collar work but for every form of work in America.

David Kusnet, a free-lance writer specializing in labor and political issues, wrote this article and the one on page 6 for the American Federation of Teachers journal, American Educator, from which they are reprinted.

"Now we repair trucks, not fill out forms."

—John Giuliano
SEIU Local 246



Worker ideas shape a better workplace

By David Kusnet

New York City's Sanitation Department has the largest nonmilitary fleet of vehicles in the world: more than 6,000 garbage trucks, mechanical sweepers, salt-spreaders, and other equipment that collect and dispose of more than 3,000 tons of solid waste each month, as well as removing snow from the roadways in the winter and cleaning the beaches in the summer.

The department's Bureau of Motor Equipment (BME) is responsible for keeping these vehicles in working order—a task that for years seemed virtually impossible. With an annual budget of more than $50 million, a staff of 1,250 workers mostly in skilled trades, and 60 worksites throughout the city, including a huge central repair shop in Queens, BME for years seemed as unmanageable as it is large and far flung.

Just 10 years ago, on any given day, almost half the department's vehicles didn't work, and, when a truck went out for the day, there was a one-in-three chance it would break down. Troubles fed on each other, and, because of chronic breakdowns in the fleet, the department spent more than $9 million a year on overtime costs for collecting garbage at night and for working around the clock to try to repair the trucks.

Within BME, labor relations were tense and morale was low. "There were deplorable working conditions," recalls John Venios, president of Service Employees Local 246 which represents mechanics throughout the city government, including the Sanitation Department. "Some garages had no toilets, some had no heat in the winter, and there was the pervasive feeling that no one gave a damn about the workers."

NEW MANAGEMENT

In 1978, Ronald Contino was hired as Deputy Sanitation Commissioner with responsibility for BME. Contino understood that the only way to run such a diverse and farflung operation is through the active involvement of the workers themselves.

As he observes, a single or even many management brains cannot expect to solve the multitude of problems that occur on a daily basis."

To enlist participation, Contino created something new in city government: a "Labor Team" with representatives of each of the major trades in the department. He went to presidents of each union in BME, including locals of SEIU, the Operating Engineers, and the Teamsters, and asked them to select representatives who would canvass their co-workers on ideas for improving working conditions and work processes.To ensure that the process would involve the unions, not undermine them, Contino specified that Labor Team members must report to their local presidents and attend union meetings.

John Giuliano, a mechanic and member of SEIU local 246 recalls: "We wanted better lighting, better working conditions, clean bathrooms, just a minimally decent environment. We had to see evidence the new system could deliver. And it did."

During the first months of the Labor Team, the bureau acted on workers' complaints. For instance, welder Emil Zullo in the central repair shop got a new smoke-eating device to divert the fumes. Soundproofing was installed in work areas that had been unbearably noisy. Major worksites were equipped with heating for the winter and air conditioning for the summer. Eventually, workers began to feel that, as Giuliano puts it, "this was for real, and changes were being made."

'WE KNOW WHAT WE NEED'

As conditions improved and trust was established, the weekly meetings between the Labor Team and top management started producing new ideas for improving the bureau's operations, most of which were implemented successfully:

Workers were freed of the requirement of filling out time sheets showing how they spent their time each day. Instead, each repair shop was given work goals to meet. As Giuliano recalls: "When we got rid of all that paperwork, everyone felt good. Our job is to repair trucks, not fill out forms, and, once we could just do our jobs, it changed the mindset completely."

Mechanics were given the authority to order the new tools their jobs required. As Joseph Bernardo, a mechanic and shop steward, explains, "We would suggest the equipment we needed, based on our experience and the equipment shows and magazines. We know our jobs, as we know what we need to get our jobs done."

At the central repair shop, workers designed a robot to perform what had been the repetitive and unpleasant task of repainting trucks. Assured that their jobs would be reassigned to more skilled tasks, workers made clear that a properly designed robot would probably do a better job painting than a human vulnerable to boredom and fatigue.

After several years of worker involvement in decision making, BME showed improvements in efficiency and productivity, with out-of-service rates on equipment dropping from 50 percent to 15 percent and cost savings of $16.5 million in one two-year period alone. As operations became more efficient, there were two important bonuses for the employees: an end to the risk that their jobs would be lost through contracting out and an end to the constant demands for night-shift work to handle emergencies.

Workers knew there were defects in the standard specifications for much of the department's equipment the "specs" from which vendors built the trucks and other vehicles.

As mechanic Joseph Bernardo remembers: "There used to be no input from mechanics who actually knew what would go wrong with the trucks. The vehicles were made to specs written up 10 years ago, and we used to be at the mercy of the manufacturers whatever was coming off the line, the city bought."

BME began involving mechanics and other blue-collar workers in the vehicle design process, which previously had been the sole province of the department's engineering staff. In addition, BME employees were sent to meet with representatives from the vendors to explain the new specifications for department vehicles.

Even after making this extra effort to demand quality from vendors, BME employees remained dissatisfied. Workers came up with a new idea: building their own refuse wagon as a model for how to build one properly. In just 35 days comparable to what it takes private vendors, mechanics and other skilled craft workers at the central repair shop built a refuse wagon of their own, and, when they were finished, proudly painted it with the words "Our Baby." This vehicle is now the model that private vendors are required to duplicate.

For welder Emil Zullo, who learned his trade at an aircraft plant during World War II, experiments like "Our Baby" are the most exciting work he has done in decades, more interesting by far than doing routine repairs. That's why, he says, he's staying on the job despite reaching retirement age.

Today, 10 years after it was a problem agency, BME is a model for the entire city government. In fact, instead of contracting out its own repair work, it is now "contracting in," repairing vehicles for other city departments and even soliciting repair contracts from the state government.



A robot does the tedious, repetitive task the workers didn't want.

LABORITE

INSTITUTES

The George Meany Center for Labor Studies offers 42 institutes during the first six months of 1989. These four pages describe them.

Schedule of Labor Studies Center courses

42 institutes offered in first half of 1989

Organizing Techniques I:

March 5-10, 1989
June 11-16, 1989

This is a program for union organizers. It is an introduction to basic organizing skills for new organizers, as well as a refresher course for those with organizing experience. The program focuses on the private sector.

Strategies will be discussed for dealing with anti-union arguments and techniques used by employers. An overview of the law concerning organizing will be covered. Through role playing and discussion, participants will learn improved communication skills and their application to house calls, other one-on-one contacts and meetings.

Coordinator: *Sharon Simon*

Organizing II

April 16-21, 1989

This one-week course, cosponsored by the AFL-CIO Department or Organization and Field Services, is based on the AFL-CIO report, "The Changing Situation of Workers and Their Unions," *Organizing II* explores practical applications of the report's mandate to renew emphasis on organizing, increase membership participation, and improve organizing techniques.

The course is designed for those who have completed *Organizing I* or who have had organizing experience, or who anticipate assuming more demanding organizing responsibilities.

The class focuses on: internal organizing in the private sector, recruiting and training of union members in the organizing process;the dynamics of small-group decision-making; corporate campaign research in small unit organizing; reporting procedures; issue-oriented campaigns; the role of central bodies in organizing; involving the community; progress analysis and cooperative organizing.

Coordinator: *Alan Kistler*

Labor Law for Organizers: Traditional and New Approaches

February 12-17, 1989

An institute on organizing and the law in the private sector. (Organizing in the building trades is excluded.) The program is planned for national and local staff members who have responsibility for and experience in organizing.

The course emphasizes law as part of organizing strategy, the proper role of the National Labor Relations Act (NLRA) in a campaign (how to avoid having the law run the campaign), the ability to use the law as leverage, and the ability to make strategic and tactical decisions.

In view of union problems with Board elections, the program also deals with "New Approaches," alternative routes to obtaining recognition. Included are tactics to pressure employers to agree to voluntary recognition and the legal issues involved. Strategies that can be used at the workplace, as well as putting pressure on employers through corporate campaign tactics, will be the main focus of "New Approaches."

Coordinator: *Sharon Simon*

Organizing in the Construction Industry I

February 5-10, 1989

The George Meany Center, in cooperation with the AFL-CIO Building and Construction Trades Department, offers building trades organizers an opportunity to build their skill in implementing local and regional campaigns.

This institute will focus on skill-building in areas important to building trades organizers: oral and written communications; regional survey and targeting techniques; and "on-site" membership recruitment activity.

Participants will engage in simulations to get "hands-on" experience in organizing with the guidance of experienced building trades organizers and labor educators.

Coordinator: *Robert J. Pleasure*

The Craft of Negotiating

February 5-10, 1989

In difficult economic and social climates, union leaders can maximize bargaining strength through skillful negotiating techniques.

The program assumes that participants have considerable experience in negotiating labor agreements or have taken a basic contract negotiating institute offered by the George Meany Center.

This institute differs from courses in negotiating techniques because it will focus on sharpening individual skills and developing tactics for all types of negotiations—at the bargaining table, in grievance resolution, and in everyday and leadership situations. Videotaping is used to help participants identify their own strengths.

Coordinator: *Jeffrey MacDonald*

Negotiating Contracts with State & Local Agencies

April 23-28, 1989

This institute on contract negotiating techniques is for union officers and staff who negotiate labor agreements with state and local agencies.

Early sessions will discuss the role of the chief negotiator at different points in the bargaining process including the preparation and design of initial proposals, developing committee work and record-keeping procedures; the structure and function of opening statements, styles of language and economic bargaining, and directing the ratification process.

Special focus will be directed at third-party dispute resolution procedures and their impact on bargaining strategies.

Actual bargaining table tactics will be developed through the use of bargaining simulations and case problems.

Coordinator: *Jeffrey MacDonald*

Using Microcomputers in Negotiations

May 7-12, 1989

This institute introduced participants to applications of small computers in contract negotiations. The primary focus is on the use of off-the-shelf spreadsheet software in developing contract costing capabilities, capabilities that will assist the negotiator in evaluating employer economic proposals and developing effective counterproposals. Although Lotus 1-2-3 is used in classes, the skills developed during the program are applicable to any of the standard spreadsheet programs.

A previous knowledge of computers is not necessary. It is helpful, however, to have some familiarity with standard contract-costing techniques.

This institute is for union staff of officers whose primary responsibility is contract negotiations or back-up research for the negotiators.

Coordinators: *David G. Alexander*
Jeffrey MacDonald

Central Labor Bodies: Leadership & Leverage

February 20-24, 1989

This institute is designed for full-time and part-time officers and staff of central labor bodies who are interested in improving the "leadership and leverage" of their councils to advance the aims of the labor movement in their areas. Participants will look at being more effective in their administrative, service and coordination roles.

Throughout the week, participants will consider AFL-CIO policies and procedures that relate to central labor bodies. Sessions will examine ways to encourage local union affiliation and strategies to build community support and work with the news media. Participants will look at how to meet the needs of different affiliates through upgrading services in education, community relations and strike support. Strategies for building increased participation in the American political and legislative sysytems will be considered.

Participants will also have the opportunity to sharpen their skills as central body officers.

Coordinator: *Marilyn G. Sneiderman*

Winning with Comprehensive Campaigns

April 23-28, 1989

A comprehensive campaign in an organizing context looks at building a strong union while exploring ways within and outside the workplace to increase pressure on the employer to obtain recognition and a first contract. This program will consider strate-

gies and tactics to increase our power in a campaign: activating members, researching employers, building community support, using the media and lobbying legislators. The workshop is designed for national and local staff with responsibility for and experience in organizing.

Participants will also learn how to do a power structure analysis—how to research an employer, analyze vulnerabilities and develop tactics such as consumer appeals, boycotts and petitioning regulatory agencies.

Coordinator: *Marilyn G. Sneiderman*

Arbitration Techniques Preparation & Presentation

January 22-27, 1989
February 5-10, 1989 (University of Oregon/Eugene)
April 2-7, 1989

This institute concentrates on developing the necessary skills for preparation and presentation of cases in arbitration. Discussions will focus on what matters can be arbitrated and the selection of arbitrators. Since discipline and discharge cases cause more than half of all grievance arbitrations, special attention is paid to the investigation of such cases and to the rules that arbitrators use in deciding them.

This program is for union representatives newly assigned to arbitration, or who will have arbitration as part of their responsibility. It will help experienced representatives analyze and brush up on their techniques. Those who concentrate on the final steps of the grievance procedure will also find it helpful.

Coordinator: *David G. Alexander*

Advanced Arbitration

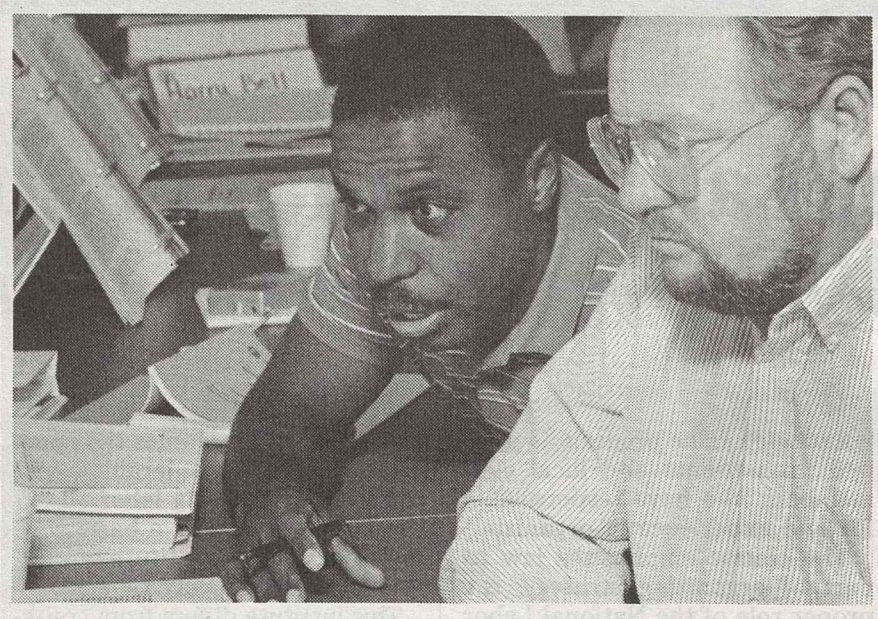
May 21-26, 1989

This institute is designed to provide advanced training for grievance arbitration to help participants improve their techniques.

There will be exercises in the preparation and writing of post-hearing briefs, and discussions to assist participants in the examination and cross-examination of witnesses.

Participation is limited to those who have attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.

Coordinator: *David G. Alexander*



Standards of Discipline & Discharge in Arbitration

April 23-28, 1989

This institute examines in detail the standards of discipline and discharge, and related issues of misconduct, applied in grievance arbitration hearings. Participants will hear from arbitrators and examine case studies that concentrate on the following issues:

The concept of just cause and the development of standards by arbitrators' investigation procedures and standards of proof in discipline and discharge cases; discipline and discharge and evidentiary standards for alcohol-related, drug-related and off-duty misconduct.

Participation in this institute is limited to those who have attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.

Coordinators: *Richard Dwyer*
David G. Alexander

Certified Employee Benefit Specialist Program

(see calendar)

The Certified Employee Benefit Specialist Program consists of 10 courses and corresponding examinations in areas of importance to the employee benefits field, such as life, health and other group benefit programs; Social Security, savings plans and other retirement arrangements; and contemporary legal environment of employee benefit plans.

The 10 courses cover the legal, financial and institutional framework within which employee benefit plans must operate. Emphasis is placed on the fundamental principles underlying the design and operation of individual benefit programs.

For more information, contact: Jeffrey MacDonald at the George Meany Center for Labor Studies, 10000 New Hampshire Avenue, Silver Spring, MD. 20903.

Effective Speaking

March 5-10, 1989

Union leaders must speak to a variety of audiences: members, management and the media. How well do we do it?

Whether a union leader is a negotiator, organizer, administrator, educator or public relations spokesperson, successful communication is based on fundamental speaking skills: "What do I say?" and "How do I say it?".

Speaking exercises are videotaped and critiqued; listening skills are emphasized, and the workshop format includes how to deliver a message and analyze your audience.

Coordinator: *Gene Morrill*

Working with the News Media

March 27-31, 1989

To get their message across, union leaders must know what makes news and how the news media operates.

Each day you'll focus on a different medium: print, television and radio. You'll write a news release, tape a radio actuality, and produce a videotape. Specialists from the nation's leading news outlets will run the workshops, along with top union communicators.

Coordinator: *Louise D. Walsh*

Television: The Cool Medium

February 21-24, 1989
June 27-30, 1989

This three-day workshop coaches union leaders who are confronted occasionally by television reporters and television cameras.

Participants will have many exercises facing video cameras: a hostile confrontation, a panel discussion, an in-studio interview and 60-second addresses.

One session focuses on working with TV reporters—controlling an interview, recognizing deadly questions and avoiding "no comment." Another concentrates on relating to the camera, gestures, posture, eye contact, dress and makeup, body language, relaxation techniques and visual aides.

Coordinators: *Gene Morrill*
Louise D. Walsh

Newswriting & Editing for Union Publications

January 22-27, 1989
April 2-7, 1989

Union editors get coaching on newswriting and editing and pick up ideas from other union editors on how to make a publication more effective. Specialists from *The New York Times* and *The Washington Post* also coach participants on newswriting, features and headlines.

Classes focus on newswriting, feature writing, headline writing,

Application to Register for Labor Studies

To reserve a place in an institute, workshop or seminar at the George Meany Center, please complete one of these applications and mail it with your check for $75. Your deposit will be credited to your room and board bill. The deposit for registrants who live in the Washington, D.C. area and commute to class is $35. It covers lunches for one week.

Deposits will be refunded if notice of cancellation is received by the Wednesday before the program. Please make the check payable to the George Meany Center for Labor Studies.

For more information about any program call the Registrar at 301/431-6400.

Registrar
George Meany Center for
Labor Studies, Inc.
10000 New Hampshire Avenue
Silver Spring, Maryland 20903

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- ☐ Commuting to class
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City: State: Zipcode:

Sponsoring Union _____

Applicant's Union Office or Position: _____

Office Number and area code Signature Date

photo editing, news sources, layout and design.
Coordinator: *Louise D. Walsh*

Effective Union Action for Civil Rights

April 9-13, 1989

The AFL-CIO Civil Rights Department's annual conference on *Effective Union Action for Civil Rights* is planned especially for Civil Rights and Women's Rights designees for AFL-CIO unions. The conference is useful as well for all union staff members and elected officers interested in this important subject.
Coordinator: *Marilyn G. Sneiderman*

Union Issues for Working Women

May 14-19, 1989

Women work outside the home today in unprecendented numbers. They enter the job market and join unions in greater numbers than men do. The future strength of the labor movement may depend on its ability to reach this new generation of female workers.

This institute identifies concerns of women workers while developing new strategies and approaches to tap the energy that millions of women bring to the trade union movement. Participants examine how unions can act on women's issues through organizing, bargaining, contract administration and legislation.

The institute also focuses on building leadership skills. Participants work on upgrading their union skills to prepare for responsibilities they will have as officers and staff members of their unions.
Coordinator: *Marjorie Rachlin*

Basic Labor Law

January 22-27, 1989

The basics of labor law for staff and full-time officers is the focus of this program. Most of the course will deal with the private sector. Emphasis will also be placed on current trends and new decisions in labor law.

Participants will examine the law as it affects bargaining, servicing and union administration (Organizing will not be covered). The approach will be practical—how to recognize and deal with legal problems as they arise, and how to recognize more complex legal issues that require the assistance of an attorney.
Coordinator: *Sharon Simon*

Personal Computers for Local Unions

January 16-20, 1989
March 27-31, 1989

This institute will provide union staff members with information about the uses of mini- and microcomputer systems for their organizations. Uses and applications of union computer systems will be discussed with suggestions for staff training and computer maintenance.

Classes are taught in plain, nontechnical terms by instructors who are computer specialists and unionists as well. There will be hands-on workshop sessions for participants using state-of-the-art minicomputers.

The course provides information that will help union staff assess their computer needs, and gives practical background for dealing with computer vendors.
Coordinator: *David G. Alexander*

George Meany Center for Labor Studies, Inc.
10000 New Hampshire Avenue
Silver Spring, Maryland 20903
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Negotiating and Writing Contract Language

March 19-23, 1989

The skills and knowledge needed to negotiate a labor agreement have changed significantly in recent years, particularly in the area of contract language. Well-briefed management negotiators are coming to the table with language proposals that substantially alter the traditional rights of unions and the members they represent.

This institute is designed to improve those skills needed to effectively weigh management proposals and to design and write contract language that will protect and improve the rights of our members and the unions that represent them.
Coordinator: *Jeffrey MacDonald*

Contract Negotiations in the Construction Industry

February 26-March 3, 1989

This program is for union staff and officers who negotiate labor agreements with construction industry employers. The central purpose of the program is to improve bargaining skills in an increasingly difficult and complex bargaining environment.

Early sessions will focus on how to manage a negotiation from developing initial proposals through ratification. Special emphasis will be placed on effective communication skills for negotiations; leadership and member expectations; effective use of words at the bargaining table; avoiding bargaining impasses, and how to handle membership ratification procedures.

Further, the special problems associated with employer association bargaining will be analyzed with a full review of legal developments as they apply to and have impact on bargaining in the construction industry.
Coordinator: *Jeffrey MacDonald*

Effective Leadership Styles

May 7-12, 1989

Leadership is learnable. Every union officer has his or her own style of leadership. Some sell their programs, some encourage participants, some delegate authority, some dictate what has to be done.

The leadership style that works with one group may not be effective with another. What is effective for one problem may not be useful with the same group on another issue.

Through role playing and practice, this institute will help you to shift gears, to vary your methods with the requirements of day-to-day situations.

This institute is for successful leaders who want to increase their abilities and effectiveness.
Coordinators: *Gene Morrill*
Richard Dwyer

Advanced Editing Skills

May 7-12, 1989

Have you completed the Newswriting and Editing workshop and are you ready for more coaching? Instruction will focus on layout and design in depth, photo-editing (picture pages, posing pictures, and headline writing.) We have more writing tips too!

The workshop is limited to 15. Participants will be asked to bring copies of one recent issue so that specialists can evaluate layout, pictures and headlines.
Coordinator: *Louise D. Walsh*

Organizing in the Construction Industry II

January 8-13, 1989

This second building trades organizing course will cover media and publicity techniques for organizers, organizing and the law, bidding strategies among successful union employers and small group dynamics applied to organizing committee work.

Like *Organizing in the Construction Industry I*, this institute is cosponsored with the Building and Construction Trades Department of the AFL-CIO. The Center asks prospective participants to take *Organizing in the Construction Industry I* before enrolling in this program.
Coordinator: *Robert J. Pleasure*

Conducting Opinion Polls II

May 30-June 2, 1989

This program progresses beyond the introductory opinion polling workshop. It will give trade unionists already familiar with the basics a more advanced understanding of the survey research process. It is intended for those who have already completed *Conducting Opinion Polls I*, or for union staff members now specializing in opinion research.

This program will also cover specialized topics like the use of micro-computers in the design and conduct of surveys, and statistical analysis and interpretation of poll data.

Case studies and examples will be derived from a variety of types of union surveys, ranging from organizing to membership surveys and public image surveys.
Coordinator: *Carol Keegan*

Effective Grievance Administration

March 12-17, 1989

This institute helps participants to better use the grievance procedure to reach settlements. The course will use the techniques of arbitration—careful preparation of evidence, case analysis, orderly presentation—applied in simulated cases. Participants will weigh the strong and weak points of the union's case as argued in the grievance hearing.

The class will also explore alternatives to traditional arbitration designed to reintroduce promptness, clarity and low cost into a process that has become slow and expensive. In particular, grievance mediation will be discussed as a settlement device where grievances have piled up, and in other special instances.

Participants will explore new approaches to the imposition of discipline where the worker is kept on the job (and on the payroll) until after the hearing and the award.

Participation in this institute is limited to those who have attended the basic arbitration institute,

or who are experienced advocates in grievance arbitration.
Coordinators: *David G. Alexander*
Russell Allen

Negotiating for Employee Benefits

April 16-21, 1989

For union staff and officers who have the responsibility for negotiating labor agreements in the private sector and who would like to improve their knowledge and negotiating skills in the area of employees benefits.

Each benefit area is looked at in terms of basic plan design, operation and bargaining developments in each area are reviewed for their impact on bargaining strategies.
Coordinator: *Jeffrey MacDonald*

Effective Writing

(to be announced)

Union leaders face multiple writing tasks. How professional is the end product? Can we make improvements? The more professional the writing, the better our unions look and the more credible we are to our members and the public.

The *Effective Writing* workshop focuses on a series of writing formats: leaflets, contract summaries, committee reports, newspaper articles/letters, position statements, speeches, contract updates, union correspondence, meeting notices, membership surveys, telephone-bank scripts and public service announcements.

Participants will complete exercises and concentrate on writing formats they need in their jobs.
Coordinator: *Louise D. Walsh*

Financial Analyses for Union Staff

April 30-May 5, 1989

An institute for full-time staff who help bargain, organize and assist in corporate campaigns.

Basic financial and accounting methods and special financial topics dealing with issues like pensions and health will also be covered.
Coordinator: *Jeffrey MacDonald*

Labor Relations in the Federal Sector

April 17-21, 1989

This week-long institute will provide an overview to important subjects affecting the roll of staff and officers in unions representing workers in the Federal Sector. The institute will be taught by professionals in labor relations who have extensive experience in the Federal Sector.

The institute will cover such subjects as: collective bargaining in the Federal Sector; grievance handling and arbitration; how to deal with adverse and performance-based actions; and strengthening the union from within.
Coordinator: *David G. Alexander*

New Staff Program

June 4-16, 1989

This two-week program is designed for individuals who have been recently appointed or elected to a full-time union staff position. Those individuals who have taken *Organizing Techniques I* and *Contract Negotiations* should *not* enroll in this program. The program has three basic goals:

- To develop personal skills needed for function effectively in the many different roles of a union staff member: one-on-one and small group communications skills, basic negotiating, working with and developing volunteer committees, conflict resolution techniques, and
- To improve planning skills needed to manage a contract negotiation, and organizing a campaign to revitalize a local union, and
- To provide insight into the basic structure, operation and goals of the labor movement in the United States.

Coordinators: *Jeffrey MacDonald*
David G. Alexander

Arbitration in the Federal Sector

April 30-May 5, 1989

This institute concentrates on arbitration in the federal sector. Although many procedures and practices in private-sector arbitration apply at the federal level, significant differences do exist and will be discussed.

Mock cases will be presented before professional arbitrators with experience in the federal sector. The cases will be videotaped, and played back for analysis.

This institute is for representatives in federal sector unions who are or will have arbitration as part of their responsibility. Experienced representatives can analyze and brush up on their techniques.
Coordinator: *David G. Alexander*

George Meany Center

GEORGE MEANY CENTER FOR LABOR STUDIES

CALENDAR

Enrollment is open for institutes and programs listed in **bold type.** See following pages for course description and registration form.

JANUARY

8-13
Brotherhood of Maintenance of Way Employes

8-13
United Brotherhood of Carpenters

8-13
Organizing in the Construction Industry II

9-13
CEBS/Pension Plan, Course II

9-13
CEBS/Employee Benefits Plans, Course V

15-20
AFL-CIO/COPE Annual Staff Meeting

16-20
Personal Computers for Local Unions

17-20
AFL-CIO Department of Economic Research

22-27
Arbitration: Preparation & Presentation

22-27
Newswriting & Editing for Union Publications

22-25
American Federation of Teachers

22-27
Basic Labor Law

29-2/3
College Degree Program

FEBRUARY

5-10
Craft of Negotiating

5-10
Organizing in the Construction Industry I

5-10
Arbitration: Preparation & Presentation (Oregon)

5-10
American Federation of Teachers

5-3/3
American Institute for Free Labor Development #140

12-17
Transportation/Communications Union

12-17
Brotherhood of Maintenance of Way Employes

12-17
Labor Law for Organizers

17-23
The Newspaper Guild

20-24
Central Labor Bodies

21-24
TV: The Cool Medium

26-3/3
Contract Negotiations in the Constructin Industry

26-3/3
Laborers' International Leadership Development

26-3/3
American Federation of State, County & Municipal Employees

26-3/3
United Brotherhood of Carpenters

MARCH

5-10
Effective Speaking

5-17
Communications Workers of America

5-10
Organizing I

6-10
Association of Flight Attendants

7-10
Association of Flight Attendants

12-17
Effective Grievance Administration

12-15
Amalgamated Transit Union

15-17
AFL-CIO Community Services

19-23
Amalgamated Transit Union

19-23
Negotiating & Writing Contract Language

27-31
Working with the News Media

27-31
AFL-CIO Organizing & Field Services

27-31
Personal Computers for Local Unions

APRIL

2-7
Arbitration Preparation & Presentation

2-7
Newswriting & Editing for Union Publications

2-7
Amalgamated Transit Union

9-14
Transportation/Communications Union

9-13
Effective Union Action in Civil Rights

10-14
Air Line Pilots Association

16-21
Negotiating for Employee Benefits

16-21
Amalgamated Transit Union

16-21
Organizing II

17-21
Labor Relations in the Federal Sector

23-28
Discipline & Discharge in Arbitration

23-28
Negotiating Contracts with State & Local Agencies

23-28
Winning with Comprehensive Campaigns

23-26
New York State AFL-CIO

30-5/5
Arbitration in the Federal Sector

30-5/5
Amalgamated Transit Union

30-5/26
American Institute for Free Labor Development #141

30-5/5
Financial Analyses for Union Staff

MAY

7-12
Using Microcomputers in Negotiations

7-12
Advanced Editing Skills

7-12
Effective Leadership Styles

14-17
Brotherhood of Maintenance of Way Employes

14-19
American Federation of State, County & Municipal Employees

14-6/2
African-American Labor Center

14-19
Union Issues for Working Women

21-26
Advanced Arbitration

21-26
Amalgamated Transit Union

30-6/2
Conducting Opinion Polls II

30-6/2

JUNE

4-9
American Federation of Teachers

4-16
New Staff Program

5-9
CEBS/Acct. & Info. Systems, Course VI

5-9
CEBS/Soc. Sec.-Saving Plans, Course III

11-16
Amalgamated Transit Union

11-16
Organizing I

18-23
Transportation/Communications Union

18-23
Amalgamated Transit Union

19-23
Association of Flight Attendants

25-30
Railroad Signalmen

25-27
The Great Labor Arts Exchange

25-30
Service Employees International

27-30
TV: The Cool Medium

Court asked to compel reports by union-busters

America's unions asked a federal appellate court to bring a long-running legal battle to a close by directing the Labor Dept. to start enforcing a law requiring employers to report payments to consultants they hire to devise anti-union strategies.

A lower court decision last year upheld the union position. But government and employer attorneys want the appeals court to reverse the decision.

The AFL-CIO joined the Auto Workers and two union-allied groups, the Center to Protect Workers Rights and the Workers Defense League, in legal briefs and oral argument before the U.S. Court of Appeals for the District of Columbia Circuit.

During the Reagan Administration, AFL-CIO General Counsel Laurence Gold told the court, the Labor Dept.'s approach to enforcement of the reporting requirement has been "benign neglect."

The case before the court has its origins in a 1978-79 UAW organizing campaign at the Kawasaki motorcycle plant in Lincoln, Neb. and focuses on a Labor Dept. policy switch early in the Reagan Administration.

Kawasaki hired a law firm that specialized in anti-union campaigns, Tate, Brucker & Sykes, to help it keep out the UAW.

The election campaign, the NLRB later found, was marred by management's illegal threats to employees, discrimination against union supporters and funding of an anti-union "employee committee."

But the union contention is that even if the company had stayed within the law, Kawasaki and the consulting firm would be obligated to disclose their financial arrangements.

Labor attorneys cite the clear language of the 1959 Landrum-Griffin Act. It requires reports of financial dealing between employers and third-party labor relations consultants who "directly or indirectly" try to influence employees in decisions involving organizing or bargaining.

The suit stems from the Labor Dept.'s refusal to require Kawasaki or the consultant firm to file a report. The department said it had revised its interpretation of the law and now took the position that a report is required only when the consultant has face-to-face contact with the workers he is seeking to influence.

Many of the questions asked by the three-judge appellate panel dealt with the distinction between legal advice given to employers and active direction of an anti-union campaign.

Consultants covered by the reporting requirement, Gold stressed, do not merely provide legal guidance to employers. Rather they sell themselves and are hired as experts on persuasion, who prepare scripts, train supervisors, and shape strategy.

Also in dispute is the more complex problem of "split income" reporting in which the Labor Dept. abandoned a previous position that under certain circumstances employers may be required to report payments to supervisors. Its previous position, which union attorneys argued should be reinstated, would require reports when supervisors are diverted from their regular assignments to "persuading" workers to against union representation.

A congressional report based on 1984 hearings by the House Subcommittee on Labor-Management Relations found the Labor Dept. was applying a double standard to enforcement of the reporting requirements of the Landrum-Griffin Act. It strictly enforced reporting obligations of unions, but not those of management and consultants, the report charged.

Cases

AFGE blocks drug testing on 10,000 INS employees

A court challenge brought by the Government Employees has blocked the Justice Dept. from putting into effect a random drug testing plan covering more than 10,000 employees of the Immigration & Naturalization Service.

U.S. District Judge William A. Ingram granted the preliminary injunction sought by AFGE Local 1616. He held the INS plans for urine testing "fail to satisfy the standard of reasonableness imposed by the Fourth Amendment." He said the government had failed to come up with "hard evidence" to show a need for such tests.

AFGE President John N. Sturdivant welcomed the court's rejection of random testing "in federal agencies where no serious drug abuse problems exists." He said the government should be using its resources for "going after drug dealers" and setting up programs "to help those who want to kick the habit."

West Virginia workers win jobsite arbitration

Huntington, W.Va.

Public employees have a right to have grievance arbitration proceedings conducted at their workplaces, the West Virginia Supreme Court ruled in upholding a suit brought by the State Hospital Employees Union.

The court said two agencies violated the law by requiring workers to travel to Charleston, the state capital, for third-step grievance procedures, and by charging employees for copying grievance documents and for transcripts.

The court ordered the state Health Dept. and Civil Service Commission to hold third-step grievance hearings at the jobsite and to make copying machines available free of charge so workers could copy grievances transcripts.

Justice William Brotherton said the agencies simply ignored the law's provisions requiring that hearings be held at a convenient location.

The union is part of a three state District 1199 unit affiliated with the Hospital & Health Care Employees.

Portman boycott continues after NLRB case closed

Labor's boycott of hotels, office buildings and shopping malls owned by John Portman companies is alive and well, the Service Employees report.

The SEIU, which launched the boycott in connection with its Justice for Janitors campaign in Atlanta, announced a settlement with the National Labor Relations Board that closes the books on an unfair labor practice charge Portman had filed against the union.

In a three-paragraph settlement statement, the SEIU reiterated that it has no intention of engaging in an illegal secondary boycott. But SEIU General Counsel Jonathan P. Hyatt stressed that the union is continuing its "perfectly legal" general boycott of Portman companies.

NLRB bargaining rule upheld but delay strands workers

Employers who refused to comply with National Labor Relations Board bargaining orders were rebuffed by federal appellate courts in two recent decisions. But since NLRB remedies for unfair labor practices seldom penalize employers, lawbreaking managements gained and union supporters suffered from the delay.

A case decided by the U.S. 5th Circuit Court of Appeals dates from 1977, when Local 368 of what is now the Food & Commercial Workers won bargaining rights at United Supermarket stores in Amarillo, Tex.

Employer protests and stalling blocked certification of the union for more than four years. Meanwhile, management refused to comply with an NLRB order to reinstate several union supporters it had fired.

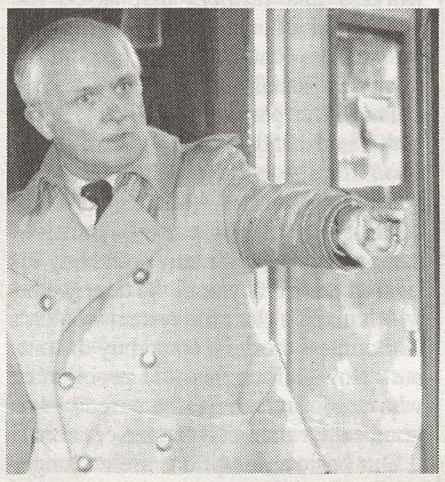
Against this backdrop, neither the NLRB nor the court gave credence to a decertification petition, which management used as an excuse to refuse to bargain on the ground that the union no longer represented a majority.

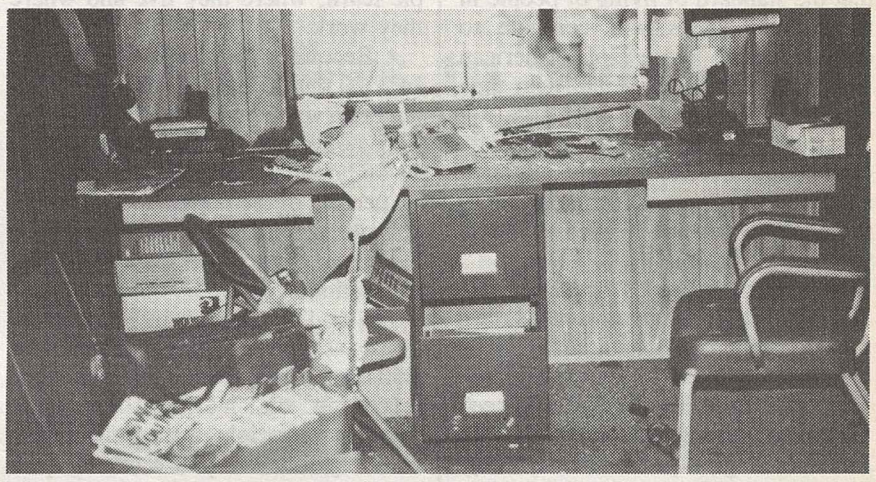
The unanimous appeals court panel enforced the NLRB order to the company to stop interfering with worker rights, tell workers that it accepted the union as their bargaining representative and negotiate in good faith.

The other case, decided in the 6th Circuit appellate court, upheld an NLRB finding that Indiana Cal-Pro Inc. used coercive tactics to try to get its workers to abandon representation by Laborers Local 741 at a small limestone mine and processing plant in Ellettsville, Ind.

The NLRB certified the union in December 1987 on the basis of authorization cards from nine of the 14 employees. Instead of bargaining, management interrogated workers, threatened to close the plant, and prepared a petition disavowing the union.

In backing the NLRB order, the appellate court rejected the company's defense that its warning about closing the plant was merely a fair prediction of the natural consequences of unionization.





UFCW Local 1357 President Wendell W. Young III points to damage a fire bomb caused the union's picket site trailer.

FIET protests Philadelphia firebombing

Geneva

The International Federation of Commercial, Clerical & Technical Employees called on France's Carrefour retail chain to condemn the Dec. 4 firebombing of a union trailer parked near a Carrefour store in Philadelphia that is the site of informational picketing by the Food & Commercial Workers.

Heribert Maier, general secretary of the federation (FIET), said Carrefour should "as a first measure instruct your U.S. management to meet with UFCW representatives to discuss the issues involved."

The firebombed trailer belonged to UFCW Local 1357, which used it for the past year as a headquarters for an informational picket line it set up at the giant Carrefour "hypermarket," an outlet selling food and retail items. The union has protested the firm's refusal to provide its employees wages and benefits comparable to the union scale.

Maier said Carrefour is well-unionized in France and "I don't see why they adopt an anti-union position in the States." He didn't rule out job actions against the company in France if the Philadelphia situation doesn't improve.

FIET was recently successful in getting a Japanese company to back off its antiunion stance at a Calfornia plant.

Unions have to lead way to income equity

By Ray Marshall

Economic affairs through time show classical periods when things get settled, people agree a lot, build consensus and move on.

Today we are between such periods. We are in a period of substantial change, moving from one era to another. The future is up for grabs. We can decide whether people are going to share equitably in the fruits of the economic system or whether we are going to have a polarized society, which is where we are headed.

If I had to bet right now, I would bet that we will continue our polarization in income distribution with many people at the top and at the bottom, but the middle shrinking; that our status as a world power would continue to decline; that the standard of living of people in the United States will continue to decline. Real wages of American workers are lower in 1988 than they were in 1973.

The trend is that they will get lower. One of my favorite Chinese proverbs says, ''If you don't change your direction, where you are headed is where you will wind up.''

Where we are headed is polarization.

A chief determinant on whether we turn it around is whether the labor movement is able to reintroduce the kind of system that we experienced from the 1930s into the 1960s, when we had the longest period of equitably shared prosperity in world history.

The question is, can we repeat that?

Income distribution before the industrial era was a lot like a pyramid: a few people at the top, but most people at the bottom. What we did as a result of collective bargaining and as a result of the extension of political democracy in the New Deal system was change to a diamond, with a very large middle class, and it was partly because of the ability to bargain for the gains of that mass production system. But that system started coming unglued during the 1960s and continued to come unglued during the 1970s and the 1980s.

Today, U.S. income distribution is becoming more like the income distribution system in a Third World country, more like an hour-glass. There are more people at the top, an awful lot of people at the bottom, and the middle is shrinking as the ability of the labor movement to maintain a middle class through collective bargaining is disappearing and we are becoming a polarized society. You have to worry about the ability of democracy to survive that kind of polarization.

Three main forces are the cause:

- Internationalization, which came with a rush during the 1970s, changed all the rules of collective bargaining and how the government operated and changed that diamond-shaped income distribution.
- The ''information revolution'' changed the nature of work, how people learn, where they live and where they work.
- Becoming a ''minority'' country. In 2020 the majority of babies born in America will be what we now consider to be minorities. In 2015, there will be 91 million minorites, who will make up 34 percent of the population and probably 40 percent of the workforce. In 1985, they were 14 percent of our population.

The traditional labor movement had a basic assumption that people who had skills had some power to protect themselves in the market. The basic operating principle of the craft unions was very sound: if you wanted to preserve human resources or to preserve the skills of workers, you had to take labor out of competition. Competition in labor markets means sweatshops, child labor and the like. Unions of highly skilled workers cooperated in training and the organization of work, then would switch to adversarial and bargain over how to share the benefits.

Then came mass production and the next unions. Their first priniciple was economies of scale: if you produce enough, the cost per car or refrigerator or other unit would get so low everybody could afford a car or a refrigerator. That was possible in the United States because of physical resources and because of a very large internal market.

But, since this system was based on the theories of Frederick Taylor, it said make workers appendages to their machines: remove all skills and knowledge from the workers and embody it in employers. Institutions like our schools reflected that two-tier system of elites who gave orders and masses of workers trained to put a bolt on the left rear wheel. Workers' children were trained to do that while elites went to different schools and were taught to think and give orders. This system didn't really pay much attention to technology because you standardized technology.

That system broke down during the 1930s because its ability to produce outran ability to buy: workers and farmers didn't have the money. That was fixed by a ''New Deal'' for workers and farmers that saved the mass production system and made it possible to enter a long period of relatively sustained prosperity.

The basic perception of the 1930s, 1940s and 1950s was that unions were good for the economy by sustaining purchasing power. Almost everybody could buy the idea of political democracy, but not many could buy industrial democracy until the depression, which made it clear the system wouldn't work unless workers could buy the output. Now unions face the problem of what to do in order to be perceived as good rather than bad for the economy.

Our basic assumptions are no longer applicable. The Keynesian theory was that the United States could maintain relatively full employment with monetary and fiscal policies and collective bargaining. In an internationalized environment, you can't do that anymore. You can no longer take labor out of competition because you can't regulate Mexican wages, Brazilian wages and Japanese wages.

We are no longer able to stimulate the American economy and simultaneously reduce unemployment. Why? In 1981 we had the largest tax cut in history. A tax cut should stimulate consumption but 95 percent of the increased demand for capital goods was met by imports. We stimulated investment in other countries.

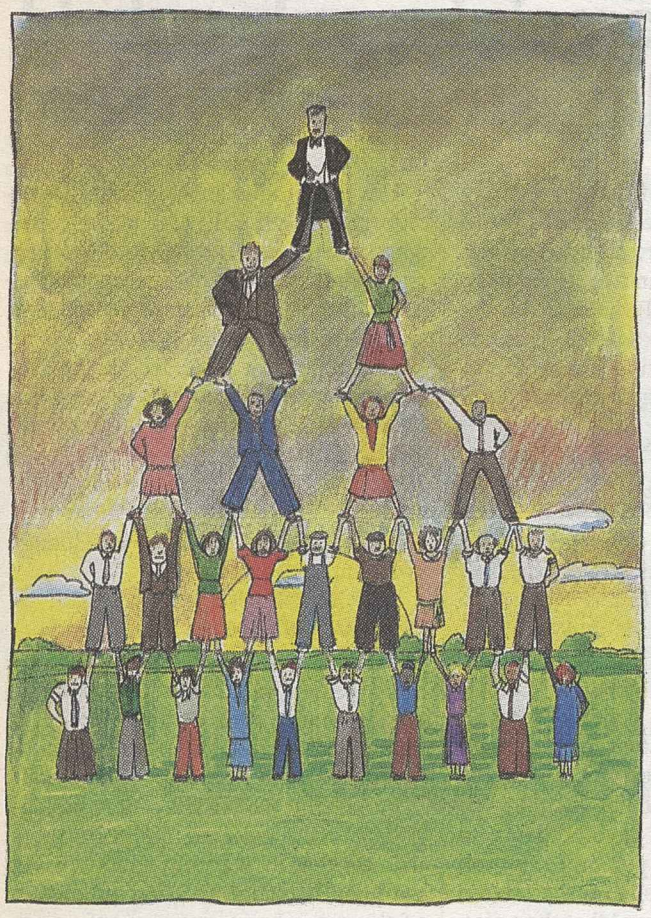
The main problem with internationalization is that we no longer have the American market to ourself. When we had the American market, we could get economies of scale and could improve our standard of living. Once we internationalized the system, not only did we lose the American market but many of the people with whom we compete, like the Japanese, denied us access to their markets. They got economies of scale, they hit the American markets with very low costs.

Since we believe in free trade, we are ideologically opposed to using the leverage of the American market to open the Japanese market. So we immediately lost the advantage of the large American market which drove the economies of scale. The Japanese now have that. The Koreans now have that. In addition, technological changes make economies of scale relatively unimportant because new technology lets you program the computer rather than re-tool.

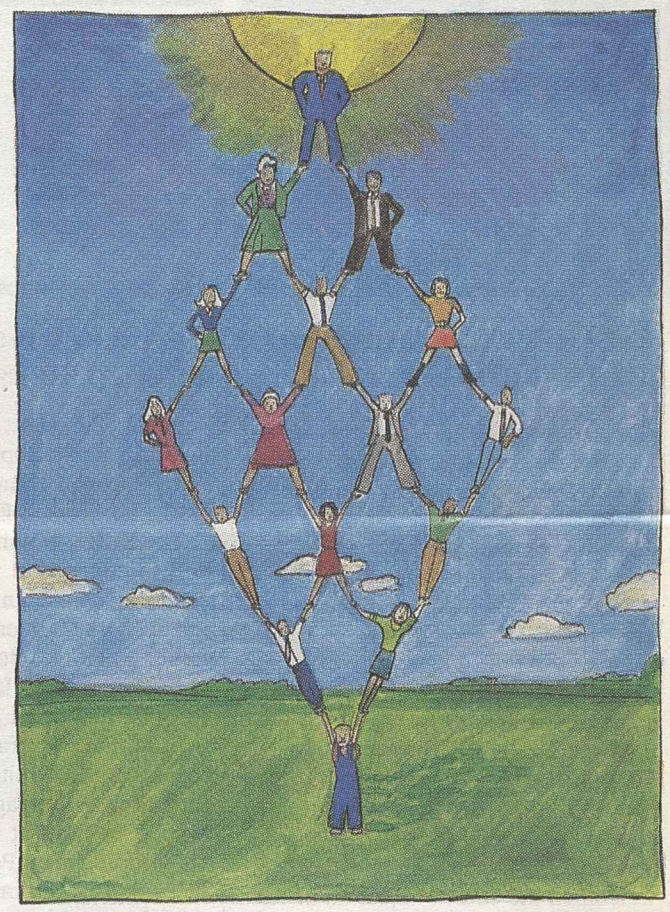
The new concern is how do we bargain collectively and fix wages and do a lot of other things in a way to make it possible for us to be competitive?

It seems extremely important for the labor movement to seize the definitional ground of competitiveness and not to let the economists have that ground. The way economists define competitiveness is to clear markets in whatever way they can clear. The way we cleared our markets in the 1970s was to cut wages. The way we cleared our markets in the 1980s is not to cut our standard of living, but to delay it. We delayed it by heavy debt. The debt per U.S. worker in 1980 was about $6,500. Today it is about $18,000. In 1985 the average foreigner owed the American worker about $1,000 per person. Today each American worker owes foreigners about $4,000.

Therefore we have simply delayed the reduction in our standard of living. We should not use that definition of ''letting our markets clear.'' The nut is to define competitiveness as competing



''Income distribution, before the industrial era, was a lot like a pyramid: a few people at the top but most people at the bottom.''



''Collective bargaining changed income distribution to a diamond, with a very large middle class.''

in international markets on terms that will make it possible to maintain and improve our wages—real wages and standard of living.

If you ignore real wages there is no competitiveness problem. Haiti's got external balance, but at very low wages, and we could have external balance at very low wages. Americans are about 11th in the world in wages. German wages are substantially higher than ours, Swedish wages are higher and America has fallen behind only in recent years.

The lesson of history is that none of the futuristic designs are likely to work unless the workers have an independent source of power to represent their interests in the process.

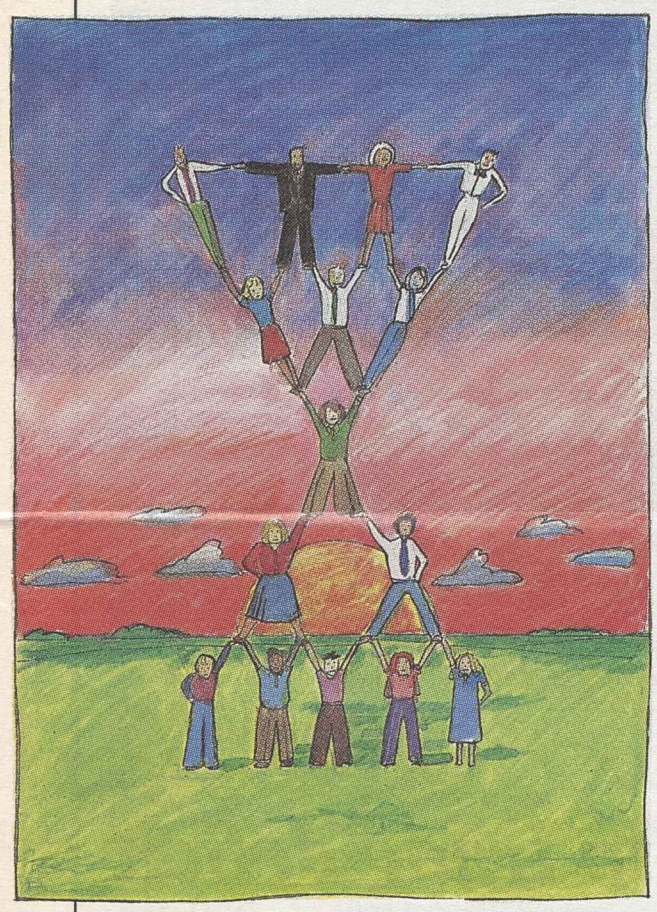
There are several main points unions need to emphasize in trying to gain public support for strengthening the ability of workers to organize and bargain collectively. If unions are not there to represent the interests of workers, we're not likely to have a very stable and prosperous international trade system.

Labor management committees: There is worker participation in some companies, so why don't we see to it that we have a labor-management committee created in every major American company? One of the most important roles for such a committee would involve safety and health on the job.

With the labor-management committee process, we would encourage quality control circles, but those could be voluntary. In Sweden, if you present to the government a verifiable and provable education and training program, then you get some tax money back.

Labor law reform. It is important to strengthen the penalties for labor law violations to get quicker union representation elections in order to prevent delays. We should hold the election within ten days, but if there is some question about the election, we will not count the votes until we resolve that question. What you would do with that process is to limit a lot of the tactical delays that we now get.

Pension funds: They are the main source of equity capital in the United States, headed for $2 trillion. The Reagan Administration has decided that pension funds belong to the companies. If pension funds were recognized as deferred wages, which therefore belong to the beneficiaries, pension funds could be used to create wages and jobs and not simply to bid up the price of stock.



"Today, U.S. income distribution is becoming more like an hour glass...the middle is shrinking."

First is to establish the proposition that we need full employment with high wages. I recommend the Swedish model. Americans pay a lot of attention to the Japanese model, but only about 15 or 20 percent of the Japanese participate in that system while 100 percent of the Swedes are involved. If you want to see what would happen if you gave unions more control of the system, then you can look at the Swedish example.

What unions should do about improving competitiveness, besides trying to strengthen management, includes several items:

Education and training: You should bargain for education and training and you should pursue it as a policy matter because we are not going to be able to develop and use technology unless we have a high quality workforce. The best training systems are those that are joint labor-management efforts and not unilaterally controlled by employers.

School reform: Al Shanker and the Teachers are leading the charge for school reform because they recognize that the schools have to go through what General Motors has to go through. A lot of training is going on within companies, which make about $220 billion a year and spend most of their training money on management. But the greatest return is from blue-collar worker training.

I don't see anything incompatible about having a cooperative relationship within companies to improve the competitiveness of companies and then having an adversarial relationship on how to split the results of those joint gains.

These are more hypotheses than conclusions, but some facts remain: we are not likely to have a free and democratic society without a free and democratic labor movement; we are not likely to reverse the negative trends in income distribution unless unions get a whole lot stronger than they are.

This article is based on a December 1988 presentation by former secretary of labor Ray Marshall to the AFL-CIO Committee on the Evolution of Work. Marshall's book, "Unheard Voices: Labor Economic Policy in the Competitive World," covers the same topic.

Newsmakers

PETER NERO, world renowned pianist, musical director of the Philadelphia Pops, and a member of the Musicians, postponed two concerts with the Oklahoma City Philharmonic Society because the orchestra management has refused to bargain with the American Federation of Musicians.

LEE SAUNDERS was named director of AFSCME's Dept. of Community Action by President Gerald McEntee. Saunders will oversee the union's community outreach and coalition efforts.

In Boston, Mine Workers President **RICHARD TRUMKA** and **EDWARD ASNER** of the Screen Actors launched a radio campaign calling for a boycott of Shell Oil Co. products. The public service ads to be broadcast on stations nationwide feature actors, musicians and athletes speaking out against South African apartheid. Mayor Ray Flynn issued an executive order prohibiting the city from purchasing Shell Oil Co. products until Royal Dutch Shell leaves South Africa.

Archbishop **EUGENE A. MARINO** was honored by the Georgia AFL-CIO and State AFL-CIO President **HERB MABRY** on his installation as head of the Atlanta archdiocese. Marino spoke of the close bond between the labor movement and the Catholic Church in pressing for the rights of working people.

FRANK J. VALENTA was elected president of the Cleveland AFL-CIO with 47,364 votes to 22,968 for Tino Fulimeni. Other new officers, elected without opposition, include executive secretary Richard D. Acton, board chairman Charles R. Pinzone, treasurer Sebastian Lupica and reporting secretary James Andrews.

EDWARD J. CARLOUGH, president of the Sheet Metal Workers, received the 1988 Labor Human Rights Award from the National Trade Union Council of the Jewish Labor Committee. Ladies Garment Workers' President Jay Mazur presented Carlough with the award, which went to President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. the previous year.



Sheet Metal Workers President Edward J. Carlough accepts JLC award from president Jay Mazur of the ILGWU.

JOSEPH S. MURPHY, chancellor of the City University of New York, and **KATHY ANDRADE,** education director of Local 23-25 of the Ladies Garment Workers' Union, were co-winners of the 1988 John Cummerford Labor Education Award from the New York State Labor History Association. Murphy has built the CUNY workers education program into 44 classes serving 4,500 workers with 18 unions participating. The award is named after a New York labor officer whose crusade for public education dates from the 1830s.

DIED: Grace Birkel, a pioneer of the Ladies' Garment Workers who founded District 234 in Easton, Pa., and served as district manager until her retirement in 1978. She was 77.

OSHA defers to industry on chemical risk standards

Continued from Page 1

substances are being regulated for the first time at levels generally set by the ACGIH.

Seminario noted that in its final rule, OSHA backed off from the levels suggested in its proposed standard that was made public last June. It dropped some chemicals from the regulatory list, and raised the exposure limits of others, based mainly on testimony from industry representatives. "In virtually every instance where industry complained, OSHA backed off. These truly do represent the levels industry can live with," Seminario said.

OSHA ignored the recommendations of unions and of many health professionals, including those at NIOSH, in choosing these new limits, she emphasized. The agency refused to include any toxins currently under review by the agency in the new regulation, even though final action on many of them is years away.

In issuing its proposed standard last June, the agency proposed regulating 168 chemicals for the first time and lowering the exposure limits for 234 others. The final standard dropped four chemicals from consideration and backed off lowering the exposure limits of 22 others. Of the initial 428 substances under consideration by OSHA, the permissible exposure levels for 52 were reaffirmed, OSHA said.

OSHA estimated that 4.5 million workers are currently working with the covered substances at exposures higher than those in the new regulation. Overall, the agency said the standard would affect more than 21 million workers and cost about $150 per worker to implement. Employers must be in compliance with the standard by Sept. 1, 1989. Installation of engineering controls must be completed by the end of 1992. Under special circumstances, that deadline may be extended one year, the agency said.

Data

Last Reagan budget shows tripling of U.S. debt

The federal government debt when President Bush took the oath of office was nearly triple the level that Ronald Reagan inherited when he became President eight years before.

Early in the Reagan Administration, statisticians had to find room for another digit. The culprit was a huge 1981 tax cut for the wealthy, and the nation's economy still is reeling from the impact.

The trillion dollar national debt became $2 trillion in less than six years, and the $3 trillion mark is just around the corner.

For the record, here's how a trillion dollars looks when all the zeros are in place:

$1,000,000,000,000.

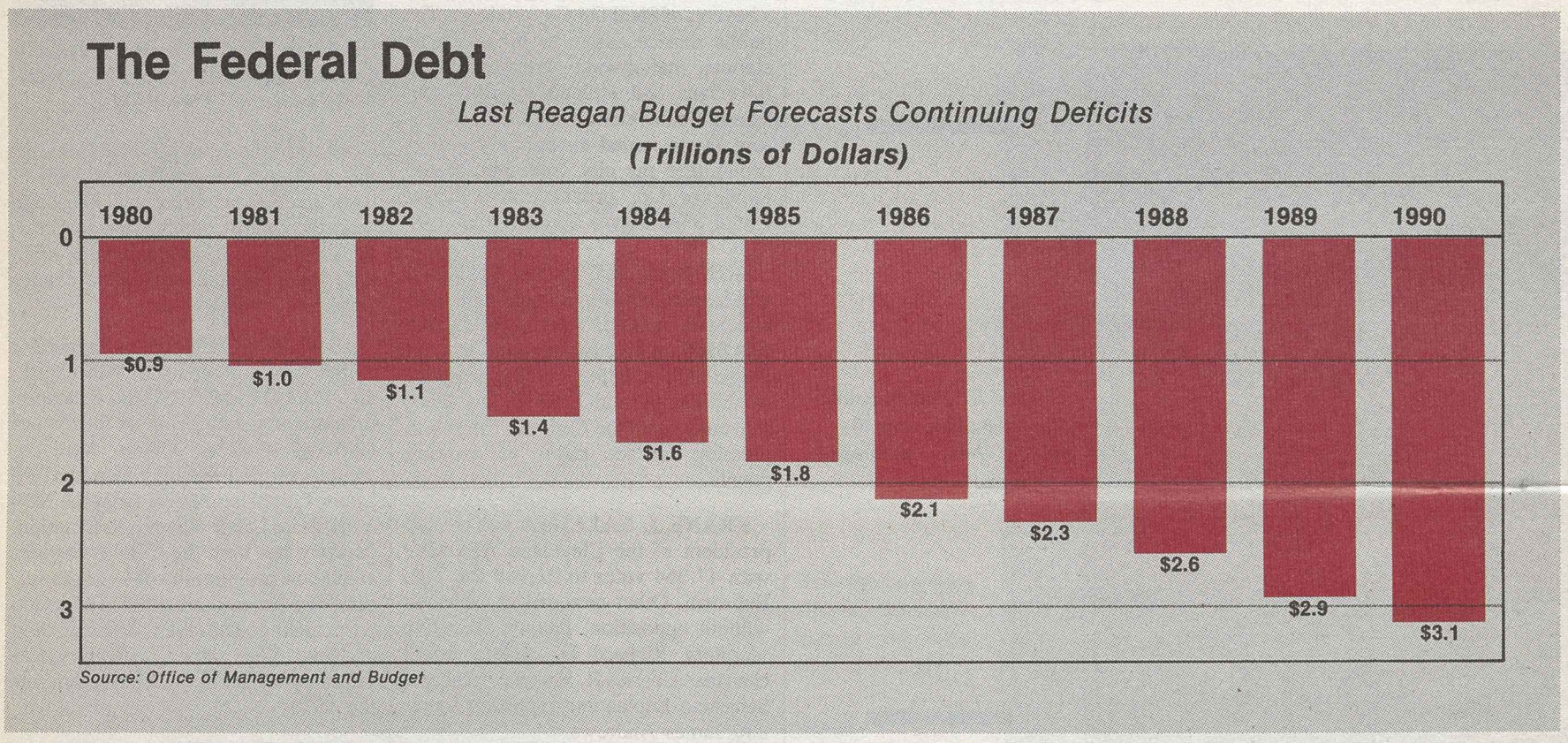
The debt would be still greater except that bits and pieces of tax increases—13 in all—were enacted under various guises during the Reagan years. But the net loss of revenue—eight years after the big 1981 tax cuts went largely to the wealthy—makes a $195 billion difference in putting together the new budget. If not for the tax changes, the bottom line in the proposed new budget would show a surplus close to $100 billion instead of a deficit of that amount.

The lame duck budget submitted by the Reagan Administration purports to reduce the annual deficit and hold down the rise in total debt over each of the next several years to achieve a balance between income and spending by fiscal year 1994.

To reach that goal, even on paper, White House economists assumed the rosiest possible scenario for the nation's economy and proposed some cutbacks clearly unacceptable to Congress.

But balanced budgets aside, Congress and the President will be working, although not necessarily in the same harness, to hold the deficit for the fiscal year starting next Oct. 1 to the $100 billion limit set by the Gramm-Rudman-Hollings Act. If the limit is breached, most government programs will be subjected to across-the-board percentage cuts. Within the big numbers, the battles over priorities will be fought.

Except for relatively non-controversial housekeeping functions of government, the budget will be shaped in the committee rooms of the House and Senate.



Latest month adds $12.5 billion to trade deficit

Continued from Page 1

passed last year. The goal is to balance high levels of foreign imports against limits on U.S. exports.

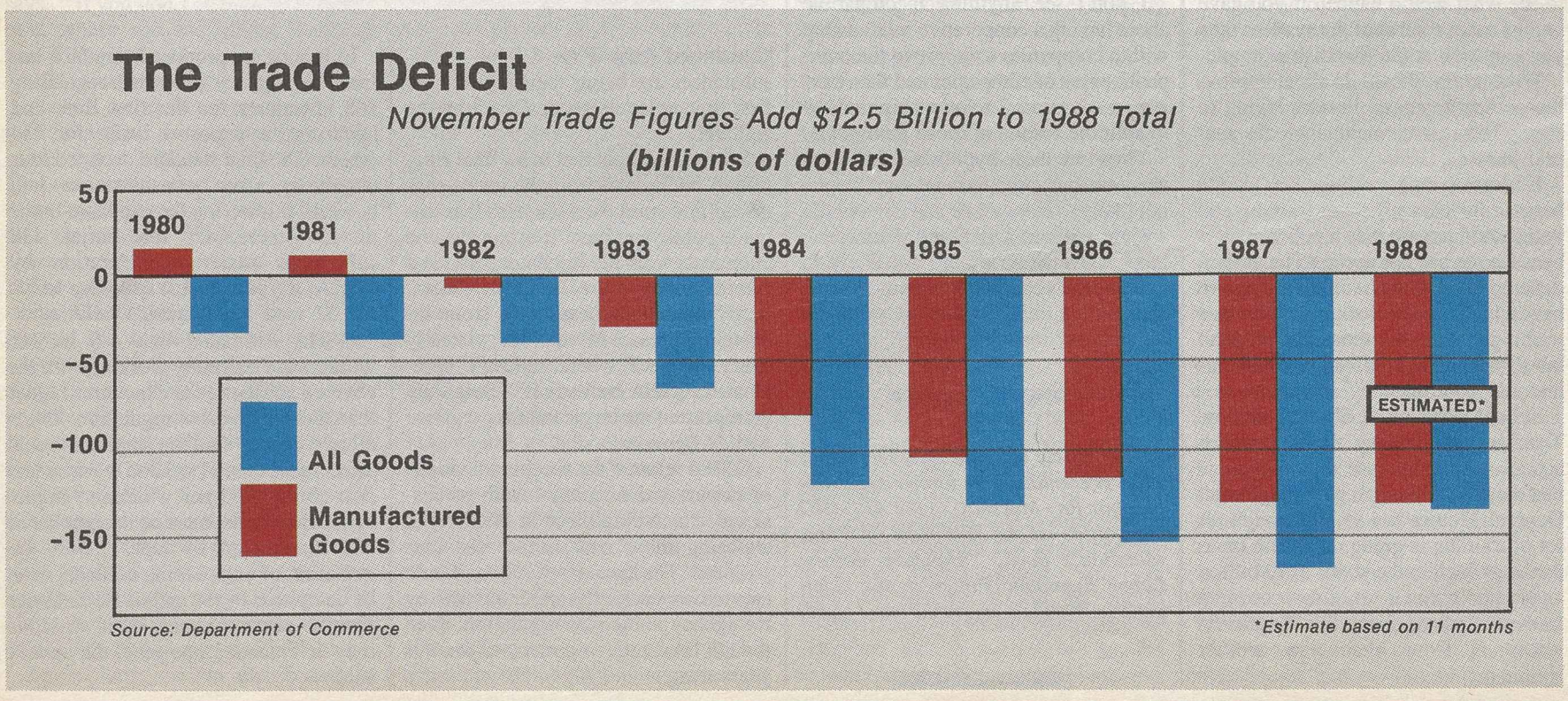
Jeff Faux, president of the Economic Policy Institute, declared that the November trade numbers demonstrate "the bankruptcy" of the nation's current economic strategies. "High interest rates have driven the dollar back up, making U.S. goods less competitive," he said.

"Add the fact that the Administration has refused to defend America's markets against foreign government-business export strategies and you have a recipe for trade disaster," he added.

Faux called the increase in capital goods imports particularly troublesome, noting that much of any rise in business investment is going for the purchase of machinery and equipment from foreign producers.

"Once again, in November 1988, the major U.S. export was jobs," he said.

The U.S. trade gap with Canada and Japan narrowed slightly in November, but the deficit with western European nations nearly doubled to $2 billion. An October trade surplus with Mexico became a $115-million deficit as U.S. exports fell $88.4 million in November.



Resources

News You Can Use

PRINT MATERIALS

Economic news

The AFL-CIO Dept. of Economic Research has prepared five new issues papers in its series on workplace, trade and financial concerns.

No. 22—Workers and Jobs in the Year 2000 examines the changing labor force and job picture into the next century and outlines the federation's proposals for fair trade, job creation, training and other programs.

No. 23—Corporate Takeovers and Makeovers reviews the growing trend toward leveraged buyouts and hostile corporate takeovers and their impact on workers, communities and the economy.

No. 24—Infrastructure Investment and America's Future outlines the need for public investment in highways, bridges and other public works and how those repairs can be financed.

No. 25—How Unions Raise Productivity reviews several studies that demonstrate how union workers are more productive than their nonunion counterparts. The paper also examines the benefits of worker involvement through increased labor-management cooperation.

No. 26—Cutting the Capital Gains Tax Will Undermine Tax Reform addresses the need for fair tax rate and demonstrates how Republican proposals to cut the capital gains tax will worsen the budget deficit.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Film and video rentals are available from the AFL-CIO Education Dept., Room 407, 815 16th St., N.W. Washington, D.C. 20006. Rental fees range from $5-$10. Orders are subject to availability and sufficient advance notice. The date the film or video is to be used must be included with the order.

Plant closing law

The AFL-CIO Human Resources Development Institute has assembled a handbook covering plant closing, retraining and trade adjustment assistance legislation. The book is available at cost from HRDI Director Michael McMillen, Rm. 405, 815 16th St., N.W., Washington, D.C. 20006.

Steward training

The AFL-CIO's "Shop Steward's Manual" provides detailed information on the responsibilities of the shop steward and advice on how to investigate and write up a grievance.

This 87-page booklet, soon also available in Spanish, includes a glossary of labor terms and a list of labor laws. Single copies are free, additional copies are 50 cents each, and 100 copies are available for $40.

Federal workers

For federal sector workers, the AFL-CIO's "Manual for Federal Employees" provides a brief history of federal labor relations and outlines organizing and bargaining rights. A single copy is free, additional copies are $1, and 100 or more are 75 cents each.

Union history

"A Short History of American Labor" outlines in chronological order the major events of American labor history. A single copy is free, additional copies are 25 cents.

Conventions slated by AFL-CIO affiliates

This is a list of conventions scheduled for 1989 by AFL-CIO national and international affiliates, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
Mar. 20-22	Louisiana	Baton Rouge
Apr. 17-19	Woodworkers	Memphis, Tenn.
May 1-5	Communications Workers	Los Angeles
May 3-6	Plate Printers, Die Stampers & Engravers	Washington
May 16-18	Michigan	Detroit
May 17-19	Arizona	Flagstaff
May 22-24	Grain Millers	Hollywood, Fla.
June 2-9	Ladies' Garment Workers	Hollywood, Fla.
June 5-16	Flint Glass Workers	Las Vegas, Nev.
June 8	Actors & Artistes	New York
June 12-16	Office & Professional Employees	Bal Harbour, Fla.
June 12-14	Idaho	Lewiston
June 14-16	Indiana	French Lick
June 18-23	Auto Workers	Anaheim, Calif.
June 19-23	Newspaper Guild	Albany, N.Y.
June 26-29	Musicians	Nashville, Tenn.
July 26-29	Texas	Austin
July 31-Aug. 4	Aluminum, Brick & Glass Workers	Las Vegas, Nev.
Aug. 7-11	Plasterers & Cement Masons	Las Vegas, Nev.
Aug. 17-19	Montana	Helena
Aug. 17-19	Virginia	Norfolk
Aug. 28-Sept. 1	Painters	Las Vegas, Nev.
Sept. 2-4	Siderographers	Philadelphia
Sept. 4-8	British Trades Union Congress	Blackpool, England
Sept. 6-8	Connecticut	New Haven
Sept. 11-14	Florida	Orlando
Sept. 11-14	Allied Industrial Workers	Detroit
Sept. 11-15	Amalgamated Transit Union	Las Vegas, Nev.
Sept. 15-17	Vermont	Rutland
Sept. 17-20	Maryland & D.C.	Baltimore
Sept. 24-27	Minnesota	St. Paul
Sept. 24-27	Missouri	St. Louis
Sept. 25-27	Nebraska	Omaha
Sept. 25-28	Oregon	Coos Bay
Oct. 2-6	Transport Workers	Bal Harbour, Fla.
Oct. 4-6	Kansas	Topeka
Oct. 4-6	Massachusetts	Boston
Oct. 11-13	North Carolina	Atlantic Beach
Oct. 12-14	South Carolina	Myrtle Beach
Oct. 18-20	West Virginia	Charleston
Oct. 20-21	Rhode Island	Providence
Oct. 23-25	Alabama	Birmingham
Oct. 27-29	New Hampshire	Waterville Valley
Oct. 31-Nov. 3	Oklahoma	Afton
Nov. 1-3	Maine	Rockport
Nov. 6-7	Metal Trades Dept.	Washington
Nov. 7-19	Flight Attendants	Chicago
Nov. 9-10	Maritime Trades Dept.	Washington

AFL-CIO meetings

Jan. 25-27	Religion & Labor Conference	Washington
Feb. 20-24	Executive Council	Bal Harbour, Fla.
Mar. 14-17	National Education Conference	Portland, Ore.
Mar. 22-23	IUD Legislative Conference	Washington
Apr. 16-20	BCTD Legislative Conference	Washington
May 2-3	Executive Council	Washington
May 2-5	Lawyers Conference	Philadelphia
June 7-8	Secretary-Treasurers Conference	San Jose, Calif.
June 9-12	Union-Industries Show	San Jose, Calif.
June 11-16	Community Services Conference	Washington
Nov. 13-16	AFL-CIO Convention	Washington

FILMS AND VIDEOS

Here are some of the labor history films and videos available from the AFL-CIO to help tell labor's story.

The Inheritance. A 55-minute documentary on the struggle workers waged against exploitation during the 20th century. Beginning in the 1900s, as a major wave of immigrants came to America seeking a better life, the film uses photographs and footage to tell the story of the horrendous working conditions that led workers to organize and join unions. With the theme "freedom is a hard won thing and every generation has to win it again," the film ends with the historic March on Washington, a new chapter in the continuing struggle for social and economic justice. The program, produced by the Clothing & Textile Workers, is available in VHS and 16 millimeter formats. Rental $10.

A Time of Challenge. This 27-minute film was produced by the AFL-CIO to commemorate the 100th anniversary of the founding of the American Federation of Labor. The film uses photographs of early union leaders and film footage and includes interviews with union members who discuss problems workers encounter. Available in 16 mm format. Rental $5.

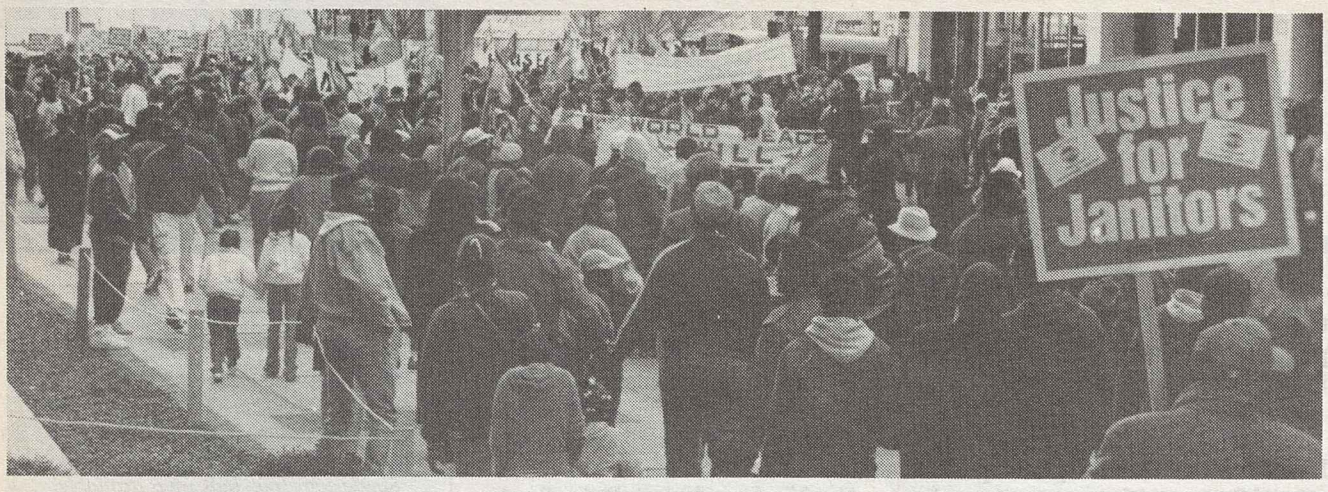
Bullet Bargaining at Ludlow. This 23-minute film captures the spirit of a bloody period in labor history. Original film footage and photographs portray the company town owned by the Colorado Coal & Iron Co. and the strikers' tent colony where miners died during the Ludlow massacre in 1914. Produced by KOA-TV, the film is available in 16 mm format. Rental $5.

If You Don't Come In Sunday, Don't Come In Monday. This 59-minute documentary presents a chronological history of the labor movement from colonial days through the 1970s. Using original photographs, documentary footage and cartoons, the film reviews social, economic and political history. Produced by the Manpower Education Institute, the program is available in VHS and 16 mm formats. Rental $10.

Reflections: George Meany. An intimate conversation with George Meany during his final years as AFL-CIO president that covers his half century of leadership. The 52-minute program, produced by the International Communications Agency, is available in 16 mm format. Rental $5.

Black Trade Unions in South Africa. A 23-minute video on the struggle against apartheid, the program includes interviews with black trade union leaders. Produced by the Labor Institute of Public Affairs, the program is available in VHS and BETA format. Rental $5.

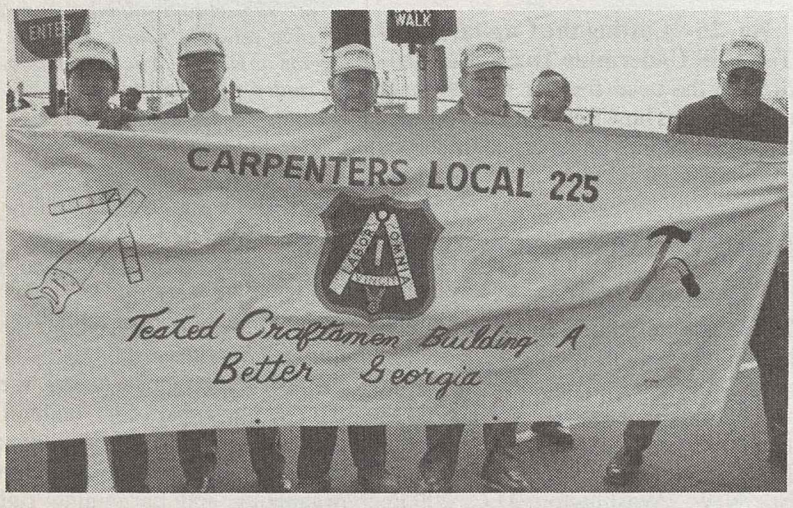
Engines of Change. This 8-minute video looks at the evolution of the machine age during the last half of the 19th century and the effect on workers. Produced by the Smithsonian Institution, the program is available in VHS format. Rental $5.

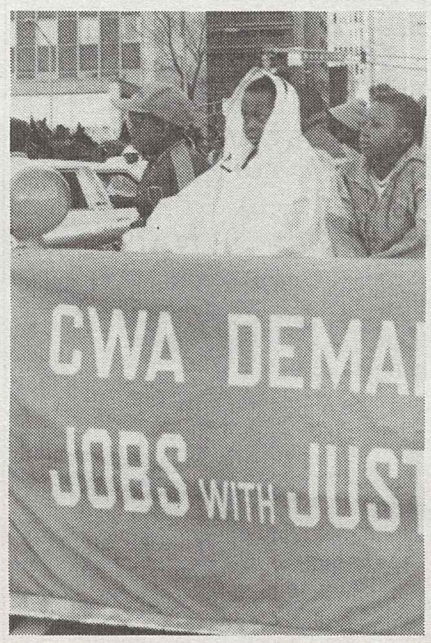


Remembering a friend

Union banners were part of the Martin Luther King Day parade in Atlanta and observances across the country. And for good reason: unions haven't forgotten that the civil rights leader was assassinated while in Memphis in 1968 to help striking sanitation workers from AFSCME. In Texas, Electronic Workers President William H. Bywater led a parade of 15,000 workers from multiple unions on a Martin Luther King Freedom March in San Antonio.







INSIDE

VOLUME 34, NUMBER 2
JANUARY 21, 1989

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Surge in imports pushed the trade deficit up in November and OSHA lets industry call the shots on exposure limits for nearly 400 toxic chemicals.

7 ***Laborite lists courses at the Meany Center***
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12 ***It's up to unions to restore income equity***
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The trillion dollar debt became $2 trillion in six years, and the $3 trillion mark is just around the corner.

UNION YES

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AFL-CIO NEWS

VOLUME 34, NUMBER 3 FEBRUARY 4, 1989

FOCUS



The Losers

Corporate takeovers and leveraged buyouts mean big bucks for speculators. But too often, they mean closed plants and lost jobs for workers.

Labor draws up agenda for new Congress

Proposals taken to Capitol Hill

The AFL-CIO has adopted a legislative agenda that consists of a variety of issues which affect workers in their day-to-day lives—including wages, health, safety, job security, families and the future of those families.

The adoption of the agenda for the 101st Congress came at a meeting of the AFL-CIO Executive Council's committee on legislative priorities, which met at federation headquarters Jan. 18.

AFL-CIO President Lane Kirkland and Legislative Director Robert McGlotten met with newly elected

Labor's agenda, Page 3

Senate Majority Leader George J. Mitchell (D-Me.) on Jan. 24 on these worker issues and asked that they be included in the Senate leadership's agenda.

Work in the House was discussed with House Speaker Jim Wright (D-Tex.) when McGlotten presented the labor issues to him on Jan. 26 and urged him to take similar action in the House.

In its deliberations on the agenda, the legislative priorities committee noted that the list is not exclusive and could be modified later in the year if new issues emerge because of events in Congress, the economy or the workplace.

"The outcome of all of these issues will be determined by the grassroots involvement of union activists," said McGlotten.

"The fact is that if members of Congress know that workers in their home districts care about an issue, they will reflect those concerns in committee, on the floor and throughout the process needed to get a bill onto the President's desk," he stressed.



Lane Kirkland and Robert McGlotten go over AFL-CIO's agenda with new Senate Majority Leader George Mitchell, right.

Paychecks show union advantage

Wages and benefits 37 percent higher than nonunion workers

A union card is still a worker's best friend, worth an average of $124 a week extra in paychecks plus a big added bonus in health insurance, pensions and other job benefits.

The Bureau of Labor Statistics pay comparison for 1988 shows union workers maintaining a big lead over their nonunion counterparts, whether measured by occupation, sex, or race and origin.

Among all workers over 16, the union paycheck averages $480 weekly compared to $356 for nonunion workers the government figures show. AFL-CIO economist John Zalusky factored in the value of fringe benefits and found the union advantage in total compensation to be 37 percent.

Union workers average $6.66 an hour in non-wage benefits compared to a $3.63 average for nonunion members, he said. When hourly wages are included, the compensation rate of union workers averages $19.24 an hour while the nonunion worker receives an average of $14.04. (See table on Page 10)

The BLS tally showed the biggest industry differential in construction, where union members averaged $603 a week in pay to only $359 for nonunion workers.

Other big differentials were transportation, with a union advantage of $546 to $394, and retail trade with a $386 to $266 difference. In state and local government, the union superiority was $489 to $397. In manufacturing, where

Continued on Page 10

Clergy joins labor in exploring world of work

Some 260 labor and religious participants—including six bishops from five denominations, and union members and religious representatives from 28 states—gathered in Washington last week to discuss social and ethical concerns in a changing economy. The conference for the religious and labor communities was sponsored by the AFL-CIO, the Hebrew Union College-Jewish Institute of Religion, the Jewish Theological Seminary of America, the Institute for Mission in the USA and the Washington Theological Consortium.

In 40 workshops and five plenary sessions the conference discussed unemployment, the homeless, welfare reform, affirmative action, and economic pressures on family life. They also discussed a rich and troubling brew of social and ethical concerns: corruption on Wall Street, hostile corporate takeovers, plant closings, the U.S. trade deficit, and the treatment of workers in the Third World by U.S. corporate employers.

Texts available, details Page 11

To some the situation added up to a social and economic crisis. Bishop Sherman G. Hicks, Metropolitan Chicago Synod of the Evangelical Lutheran Church in America, said: "A severe new form of poverty and inequality is growing, dividing people into radically different worlds of plenty and privation."

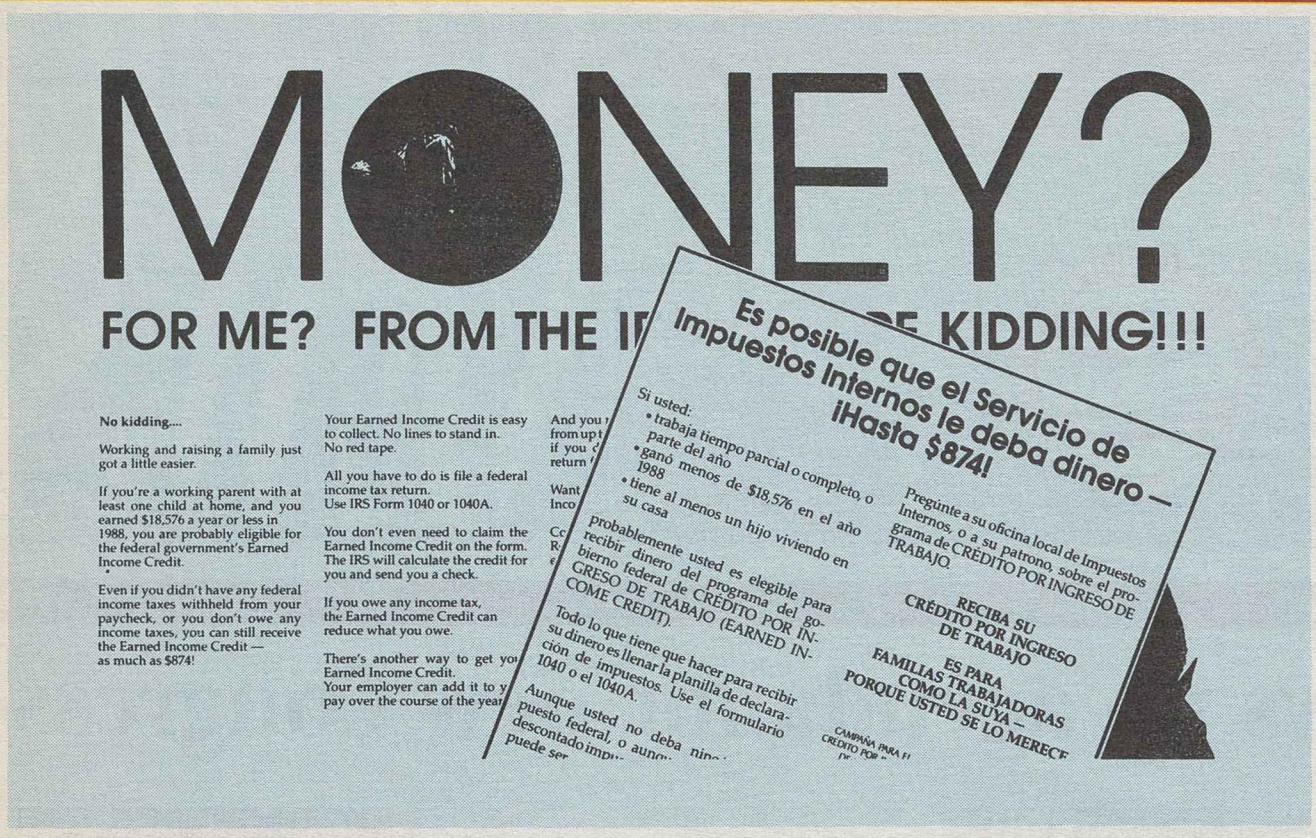
Bishop John Hurst Adams, Sixth Episcopal District, African Methodist Episcopal Church, said: "The historical social contract and compact in which the church and the labor movement have sought to function is gone."

They began by talking about their history. All three of the major faiths, Catholic, Jewish, and Protestant, have in their theologies deep concern for the laborer and the value of work. The modern Judeo-Christian attitude toward work originated in the Old Testament.

Lane Kirkland, president of the AFL-CIO, said that the religious organizations "have rallied with us for reasonable hours of labor, fair wages and safe working conditions. And they have been stalwarts of labor's right to organize and bargain collectively."

Yet the current state of relations be-

Continued on Page 8



Bulletin board displays on the tax credit for lower-income working families are available in English and Spanish from the Center on Budget & Policy Priorities, 236 Massachusetts Ave. NE, Washington, D.C. 20002. Telephone 202/544-0591.

Low-income families due refunds

Unions join campaign to spread the word on tax rule

The AFL-CIO and its affiliates have enlisted in a national campaign to get the word to millions of low-income working families that they may be entitled to up to $874 in cash payments just by filing an income tax form.

A little-known provision of federal tax law gives an earned income credit to working families who made less than $18,576 in 1988 and had at least one child under 18 living at home. The law makes no distinction between one-parent or two-parent families and the number of children do not affect the amount of the credit.

Eligible persons who file a federal income tax return don't have to worry. The Internal Revenue Service will do the arithmetic and send them a check.

Those in danger of losing out are persons who don't earn enough to owe federal income taxes and who didn't have any tax deducted from their paychecks. They wouldn't normally file a tax return. But unless they do, they risk losing hundreds of dollars.

That's the message the trade union movement will help to spread, the AFL-CIO's Kenneth Young told a news conference called by the Center on Budget & Policy Priorities.

Young, who is executive assistant to AFL-CIO President Lane Kirkland, said workers who may not be aware of their eligibility include persons displaced from good paying jobs or cut back to part-time employment, as well as those who work in traditionally low-paid occupations. They include victims of corporate takeovers, plant closings and import displacement.

A full-time minimum wage worker would be entitled to the maximum earned income credit. As an indication of how outdated the $3.35 minimum wage has become, Young noted, even a household with two full-time workers at the minimum wage, or with a family head making double the minimum wage, would qualify for a credit.

Representatives of the U.S. Catholic Conference and the U.S. Conference of Mayors also joined Budget Center Director Robert Greenstein at the news conference. Dozens of other organizations will take part in the campaign, Greenstein said. Campaign materials that included bulletin board displays in English and Spanish were unveiled.

An earned tax credit has been in effect since 1975, but the program was expanded in the 1986 tax reform law. A chief purpose was to offset the impact of higher social security taxes on America's working poor.

Young noted that one of the reasons the AFL-CIO's supported the 1986 law was that it removed millions of low-income workers from the tax rolls. Now, many of these people who no longer have to pay taxes are the targets of the workplace and community information programs being launched by the Budget Center coalition.

Only families with earnings from wages and salaries will benefit from the tax rebate. Here's how it is computed:

Eligible families with earnings in 1988 of between $6,240 and $9,840 will receive the maximum—$874.

Those who earned less than $6,240 will received a rebate equal to 14 percent of their wages.

For families with earnings over $9,840, the rebate will be gradually reduced until it is phased out at the $18,576 level. The income cutoff and benefit is adjusted for inflation.

Families who did not file income tax returns in any of the previous three years can still do so, if their earnings for those years were within the parameters then in effect.

For the 1987 tax year, the cutoff was $15,432 and the maximum benefit was $851. In the 1985 and 1986 tax years, the cutoff was $11,000 and the benefit ceiling $550.

Persons eligible for the earned income credit for the present tax year on the basis of anticipated family income can choose to have their employer add to their paycheck each week, instead of waiting until next year to collect it in a lump sum.

April events to put focus on job safety

April 28 will be Workers' Memorial Day across America—a day of remembrance for workers killed and injured on the job each year and a day of action for those determined to stop the needless tragedies of the workplace.

Workers' Memorial Day will feature a range of activities organized at the state and local levels, including a moment of silence to commemorate the victims of occupational accidents and diseases.

In urging all affiliated unions to participate and set up their own events, federation President Lane Kirkland said, "We hope this Workers' Memorial Day will further the labor movement's efforts to improve safety and health at the worksite."

The AFL-CIO's Dept. of Occupational Safety, Health & Social Security will hold a coordination meeting Feb. 15 in Washington for representatives of affiliated national and international unions.

The AFL-CIO Executive Council designated April 28 as Workers' Memorial Day at its August 1988 meeting "to bring the light the full scope of workplace injury and disease and to assist the labor movement's efforts to prevent this needless loss of life, limb and health." The idea to organize the day was first raised at the federation's National Conference on Occupational Safety & Health in 1987.

April 28 is the anniversary date of the establishment of OSHA, the date Canadian unionists hold a similar observance and the one-year anniversary of the Aloha Airlines accident that killed a Flight Attendant member.

Margaret Seminario, associate director of the department, said, "We are encouraging organizers of local events to involve a broad range of unions and to invite the participation of elected officials, community groups, religious leaders, local coalitions on occupational safety and health."

Elizabeth Dole sworn in as new Labor Secretary

Elizabeth H. Dole took office as Secretary of Labor at a ceremony attended by President Bush. She got a broad promise of White House support from the President, who said he wants his Administration "to be about working people."

Dole was unanimously confirmed by the Senate for her second Cabinet post. She resigned last year as President Regan's Secretary of Transportation.

AFL-CIO NEWS

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Capitol Digest

OMB far too optimistic in forecast, AFL-CIO says

Economic assumptions used by the Office of Management & Budget to estimate federal receipts and spending are far too optimistic, AFL-CIO Deputy Research Director Henry B. Schechter told the House Banking Committee.

A consensus estimate of 51 private economists for a 2.6 percent real growth rate this year compared to the 3.5 percent predicted by OMB is closer to the mark, Schechter said. But that also understates the impact of the federal debt and the persistent trade deficit, he cautioned.

In addition to normal budget needs, Schechter noted, the government needs "to raise between $170 and $330 billion to repair, replace and clean up plants that manufacture materials for nuclear weapons, to cover losses of ailing savings and loan associations holding federally insured deposits, and to rescue the federal farm credit system from its multi-billion dollar deficiency."

LBOs are biggest cause of job loss, UFCW shows

Mergers and leveraged buyouts are the largest single cause of unemployment among retail workers these days, Executive Vice President William J. Olwell of the Food & Commercial Workers testified.

Olwell told the House Ways & Means Committee that, "while economists wring their hands," gains won by workers over years of collective bargaining have been wiped out. "Wage rates, seniority, job protections have been sacrificed so that debt-encumbered employers can keep the doors open."

He urged job rights for workers when a new employer takes over and denial of "golden parachutes" to top managers while workers have "only the lead parachute of unemployment."

Labor's Agenda for Congress

- Airline Labor Protections
- Asbestos Removal
- Budget
- Buy American
- Campaign Finance Reform
- Cargo Preference
- Catastrophic Health
- Child Care
- Corporate Takeovers
- Double Breasting
- Drug Lab Certification
- Education
- Family Leave
- Federal Employees Health Benefits Overhaul
- Fringe Benefits
  - Education
  - Legal
- Hatch Act Reform
- High Risk Notification
- Housing Authorization
- Minimum Health Benefits
- Minimum Wage
- NLRA Amendments
- Nuclear Waste/Toxic Waste
- OSHA Reform
- Pension Termination Reversions
- Postal Service Off-Budget
- Railroad Shortline LPPs
- Revenue Foregone
- Telephone Monitoring
- Telephone Worker LPPs
- Trade
  - Foreign Ownership
  - Voluntary Restraints
  - Textile and Apparel
- Universal Voter Registration
- Voluntary Service
- Welfare Reform Technicals

Key committees of the 101st Congress

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Cases

Long delay doesn't change NLRB decision, court rules

The Supreme Court turned down a company's attempt to evade a National Labor Relations Board bargaining order with the argument that its workforce had changed and the long delay in processing the case had washed away the effects of its unfair labor practices.

The Keystone Lamp Mfg. Co. didn't deny the NLRB's finding that it had used illegal tactics to defeat the Steelworkers in a 1981 representation election for a small clerical unit at its Slatington, Pa., plant.

The USWA already represented production workers and a majority of the clerical unit had signed union authorization cards.

But the company said the bargaining order was inappropriate because the NLRB took five years to process the case. Keystone Lamp stressed that there has been a 73 percent turnover of workers in the union since the disputed election.

The 3rd Circuit U.S. Court of Appeals agreed with the NLRB that time had not erased the effects of the firm's unfair labor practices.

The appellate court decision became final when the Supreme Court refused Keystone Lamp's petition to review the case.

Supreme Court lets stand FMC ruling on contracts

The Supreme Court refused to review an appellate decision supporting the right of the Federal Maritime Commission to invalidate provisions of a union contract.

The Longshoremen and the employers' association that was party to the contract had challenged Maritime Commission regulations invalidating an agreement requiring that ILA members be used to prepare or strip container cargos whose origin or destination is within 50-miles of Atlantic and Gulf Coast ports.

The agreement, first negotiated in 1968 as a compromise ending a long strike, had been upheld by the Supreme Court as a legal work preservation provision under the Taft-Hartley Act.

Nevertheless, the Maritime Commission outlawed the practice in 1987, even though 80 percent of container cargo was unaffected by the 50-mile requirement.

The U.S. Court of Appeals for the District of Columbia ruled last year that the agency had the power to do so, and that decision now is final.

High court lifts curb to hazard rule

OSHA now free to start enforcing standard

The AFL-CIO welcomed the Supreme Court action that cleared the way for the Occupational Safety & Health Administration to implement fully the hazard communication standard in all industries.

Supreme Court Justice William H. Brennan lifted a temporary stay of a 3rd Circuit U.S. Court of Appeals decision approving expansion of the hazard communication rule. Construction industry employers had sought a stay while the high court considers the industry's petition for review.

Margaret Seminario, associate director of the federation's Dept. of Occupational Safety, Health & Social Security, said she hoped "this will end the long legal battle over hazard communication rule and allow the agency to begin enforcing it in all job sectors."

Jim Lapping, safety director for the AFL-CIO Building & Construction Trades Dept., said the department hopes OSHA chooses to begin enforcing the standard as soon as possible. He predicted that contractors who already have an effective safety program in place will have little trouble in meeting the standard's requirements. The BCTD estimated that in the building trades, the cost per worker would range from $175 to $200 on a one-time basis to comply with the standard.

The Associated Builders & Contractors and the Associated General Contractors filed for the high court review after the 3rd Circuit appellate court shot down their arguments for excluding their industry from coverage and denied a request for a full court review. The National Grain & Feed Association had also sought exemption from the standard, which the court denied.

The Steelworkers and the BCTD filed a brief opposing the granting of a stay of the appellate court ruling, holding that the construction industry failed to show it would be irreparably harmed if the standard went into effect.

The Justice Dept. also had opposed a stay, and had argued that "a further delay in implementing the hazard communication standard would impede achievement of the goal of assuring safe workplaces."

The hazard communication standard was first challenged in 1985 when OSHA limited its coverage to workers in the manufacturing sector. The 3rd Circuit appellate court ordered the agency to expand the rule. Then, after two years of inaction, the unions filed a second suit to force OSHA to comply with the court directive.

After OSHA issued an expanded rule covering all workers, the White House Office of Management & Budget objected to four provisions of the standard. It ordered OSHA to delete them and begin new rulemaking. In a separate ruling last August, the courts said OMB overstepped its authority in objecting to provisions. That ruling still may be appealed.



Reporters covering labor's national concerns question Lane Kirkland in an informal round table setting.

Kirkland cites strong worker support

A rapidly changing workforce has cut into labor's traditional membership base but it hasn't dented substantial worker support for union goals, AFL-CIO President Lane Kirkland said.

Kirkland told reporters that the AFL-CIO's unions are responding with new programs and concepts to the "revolutionary changes in the nature of work and the makeup of the workforce."

The AFL-CIO's associate membership concept is one such approach, he said, helped by the federation's Union Privilege Benefit Program.

And if one approach doesn't work, "we try something else," he said.

Reporters participating in the roundtable discussion asked Kirkland about legislation and politics, the outlook for a bipartisan budget agreement, and first impressions of the Bush Administration.

Kirkland made clear that the AFL-CIO doesn't expect Labor Sec. Elizabeth Dole "to do our negotiating for us." But unions expect enforcement of worker protection laws, including the right to a safe and healthy workplace.

The AFL-CIO thinks "much more needs to be done" in job training and

Text available, details Page 11

help for workers displaced by imports and plant closings, Kirkland said.

"I would dispute the proposition that a rising tide necessarily raises all boats," Kirkland said. "Some boats have leaks and remain stranded on the bottom." He said the AFL-CIO hopes the Labor Dept. in the Bush Administration will be "supportive of our position" for enforcement of the workers' rights provisions of the new trade law.

In response to other questions, Kirkland said:

The National Economic Commission on which he serves so far looks like a "missed opportunity." Unless there is a clear indication that a compromise would have strong national support, a consensus agreement is not likely. But "I don't write off that possibility."

He does plan to run for another term at the AFL-CIO convention in November. "The decision on my future in this organization is in the best possible hands: God and the delegates."

Labor expects progress on its legislative agenda but is aware that success in some goals such as a much needed broad reform of federal labor law will require at least 60 votes in the Senate to break a filibuster and possibly a two-third vote in the House and Senate if a veto is threatened.

Supreme Court ruling seen as slowdown in civil rights

A Supreme Court decision overturning a Richmond, Va., program that set aside a share of city construction work for minority contractors can only make it more difficult to remedy past discrimination, AFL-CIO Civil Rights Director Richard Womack said.

By a 6-3 majority, the court ruled that a Richmond ordinance setting aside 30 percent of public contracts for firms owned by blacks or other minorities couldn't pass constitutional scrutiny because it was not "narrowly tailored to remedy the effects of prior discrimination."

The Supreme Court opinion does not rule out the remedy of set-aside contracts for minority businesses. Nor does it necessarily nullify affirmative action programs adopted by other cities. But it makes it more likely that such programs will be subject to challenge.

Womack said the AFL-CIO remains committed to affirmative action remedies and is not prepared to retreat from the civil rights battleground.

Justice Sandra Day O'Connor, writing for the court majority, said the set-aside too broadly disadvantages white contractors, who "presumably include some who have been guilty of unlawful discrimination, some who practiced discrimination before it was forbidden by law, and some who have never discriminated against anyone."

Justice Thurgood Marshall, in a dissent joined by Justices William J. Brennan Jr. and Harry A. Blackmun, protested strongly that remedial action was justified because there was ample evidence of prior discrimination.

Richmond, once the capital of the Confederacy and later a bastion of resistance to desegregation, has a "richly documented" history of discrimination, Marshall stressed.

He termed its minority contractor policy "a welcome symbol of racial progress" and voiced his concern that the court's decision will "discourage" cities and states from "acting to rectify the scourge of past discrimination."

Worker input pays off for Bridgestone tires

By Candice Johnson

LaVergne, Tenn.

In 1983, Firestone Tire & Rubber Co. sold its ailing factory here to Bridgestone of Tokyo, Japan's top tiremaker.

Just 250 Rubber Workers were still on the job out of a workforce of nearly 1,000 and production of the radial truck tires had dropped to less than 1,000 a day. Relations between the union and management were strained. Workers had walked a picket line for a month in 1979 to win union recognition and again for three more months that same year to win a first contract.

But along with Japanese ownership and a new Bridgestone product came a major shift in management's attitude toward workers that has boosted morale and production, said URW Local 1055 President Dan Bailey. There are fewer grievances with many resolved at the department level and new respect for workers' ideas and participation.

Through employee involvement groups, the union-management steering committee and a company suggestion program, URW members are playing a key part in workplace and production decisions that improve both their jobs and productivity. But workers interviewed agreed that the cooperative effort works because their union is a full partner in the process.

Now, 970 workers—all but four of whom are URW members despite Tennessee's ban on union security contracts—work four shifts and a second Bridgestone facility is under construction alongside the old one. So far, the company has spent more than $400 million in renovating and expanding operations, turning an underutilized Firestone factory into a booming business. On Feb. 2, Bridgestone announced it will build another tire plant about 60 miles southeast of here.

And with Bridgestone's recent purchase of all Firestone facilities, union and company representatives from LaVergne are meeting with their counterparts at other plants, outlining their program, Bailey said. "We explain that this is what we did and how we did it," but acknowledge that the employee involvement projects might not work in all workplaces, he added.

'So-called big problems don't take big solutions —just people thinking it through.'

Bailey compared current working conditions with those at the old Firestone factory, noting that at Firestone, work was much more physical. "There was a lot of lifting of these 150-pound tires and we used to have a lot of back injuries and shoulder injuries," he said. But when the plant was sold, Bridgestone brought in new technology, much of it "gained through listening to their employees in Japan. Then they listened and incorporated a lot of ideas that our people had and meshed the two together to make the best working conditions possible," Bailey said.

Bridgestone already had in mind some specific changes and began upgrading and modifying equipment almost immediately, Bailey said, but they also started having meetings with employees on a regular basis, trying to solicit suggestions and ideas. "They asked 'what can we do to make your job easier' and people started suggesting. Firestone always said that before but they never followed up to make sure things got done," he said.

While some workers were reluctant to participate in the employee groups and the suggestion program, most welcomed the opportunity to help turn the plant around, Bailey said. "As a whole, people were really receptive and glad to see that this management was willing to listen," he added.

A big fear among some members was that a suggestion or workplace innovation would cause people to lose their jobs, but the union has won strong contract language on job security, Bailey said.

"Slowly but surely, people started seeing that you could make a suggestion and it would be implemented . . . or management might come back and say 'it's just not feasible but what do you think about this'? At least workers were seeing that someone was following up on their suggestions and doing something about them . . . and it's evolving still."

But "we're very careful to make sure that none of the groups talk about anything that's a grievable or negotiable item. That's strictly reserved for the union-management committee," Bailey stressed.

The union sees that "everything's done evenly and fairly," he said, adding "there's no question that employee involvement can improve a work area. Something that might be a very small problem for the outsider looking in is a very big problem to someone who has to put up with it every single day." Many times, so-called big problems do not take big solutions, but just need "a group of people thinking it through, figuring it out," he said.

Voluntary Participation

There are 15 employee involvement groups at the Bridgestone plant, although not yet one in every department. Workers meet before or after their shifts for an hour at least once a week to sort through problems, Bailey said. Participation is voluntary.

Each group makes a major presentation twice a year, outlining projects and innovations they have been working on. The steering committee which meets monthly and has an equal number of union and management representatives determines through majority vote which groups will attend other training sessions and which will represent the plant in Japan.

A suggestion program, primarily a company initiative with one bargaining unit representative, gives cash awards for ideas that work.

The URW local credits the employee involvement process and management's willingness to listen to workers' ideas with dramatically improving safety and working conditions at the plant. Mark Ayres, the local's safety representative, noted that before Bridgestone took over, the incident rate for on the job injuries was 11.8 per 200,000 work hours but this year, the rate is 2.6 incidents per 200,000 hours.

"In the past, we had to stitch each tire about 18 times and we were seeing a lot of carpal tunnel syndrome, tendonitis and other injuries. When the Japanese came in, they sat down with tire builders to find out what their problems were," he noted. After research here and in Japan, a new procedure requiring just two stitches per tire was introduced, Ayres said.

Ayres said a separate group focusing on safety sensitivity training meets nearly every morning to set current projects and priorities. The group also has improved ventilation, found more efficient ways to work and modified equipment and processes in nearly every department. Before Bridgestone took over, workers were discouraged from suggesting workplace changes, Ayres said. "Firestone knew everything and wanted you to park your brains outside," he added.

In a separate area, leaning bars were installed to help workers in stacking tires, another employee involvement group recommendation.

In several areas, equipment and procedures have been modified to ease the physical strain of lifting tires and components.

'Workers agree that the cooperative effort works because their union is a full partner.'

In the final inspection department tables were modified to a 45-degree angle so workers could roll the tire up, eliminating virtually all of the lifting.

In the banbury department where the raw rubber is mixed and sent to different areas to produce tire components, the group developed a hydraulic powered rubber wheel to eliminate workers having to lift heavy sheets of rubber.

Also in the banbury department, a serious safety hazard was removed when steel grates were installed to keep pieces of rubber from falling on the floor, an employee recommendation. The group also "marked areas for better control over the product, improved protective devices and housekeeping" and made handles to help workers climb up on the tow motors, said Glen Weatherford, a member of both the employee involvement group and the union-management steering committee. Workplace changes have saved "a lot of arms and a lot of backs," he added.

In the mold shop, where tires are cured and vulcanized, Dean Hunter and Danny Boone noted that heavy physical work has been reduced through employee involvement projects and Bridgestone's willingness to listen to and adopt workers' recommendations.

"Over the four years the group has been going, we've had a lot of ideas—some beneficial to the company and some to us," Hunter said. At meetings, group members will analyze a particular problem or concern and "everyone will make a suggestion on how to change it. Then we'll vote, picking out the best suggestion, and we'll go from there."

Participation in the groups is building, Boone said, with more and more workers seeing that the group projects will not eliminate jobs but will create better ones.

URW District Director Marvin Burkhardt explained the difference this way: "In 1983, Firestone was blaming workers at the LaVergne plant for not being efficient or productive. Bridgestone seemed to take those same 'inefficient employees' and made a profitable business."



LBOs

Wreaking Havoc from Wall St. to Main St.

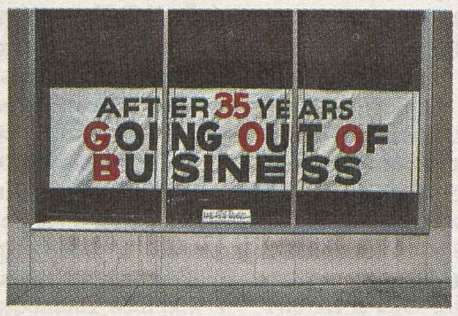
This article is excerpted from AFL-CIO President Lane Kirkland's testimony before the Senate Finance Committee.

The Committee's inquiry into the effect of the tax laws on corporate restructurings could not be more timely. We look forward to working with members of this Committee, the Labor Committee, and other appropriate committees as we seek to address this phenomenon and its attendant impact on Americans.

By any measure, the country as a whole, and working people in particular, are paying a wholly unacceptable price to the financial manipulators who arrange highly speculative, highly leveraged buyouts and takeover deals. The colorful newspaper accounts of "hostile maneuvers," "greenmail payments," "poison pills," and other arcane aspects of the "takeover game" are fascinating but misleading. These stories give little attention to the adverse impact of these deals on plain working people throughout the nation and on the economic health of their communities.

We estimate that the long list of mergers, takeovers and leveraged buyouts over the past decade has directly resulted in some 90,000 of our members losing their jobs. Many thousands more have been forced to take wage and benefit reductions as a result of corporate restructuring and the replacement of equity with massive amounts of debt. All too often, this debt is assumed not for the purpose of industrial expansion or increased competitiveness, but as a stockmarket manipulation ploy which serves little purpose other than to line the pockets of speculators with fast-earned mega-profits, as well as their investment bankers and their lawyers with fees running into the millions. The employees of these companies, who do the hard work to be done, are frequently placed at great risk while billions of dollars are channelled into hands that neither create nor produce goods or services.

In many cases, it does not matter whether the initial hostile takeover is successful, only that the company has been put into play. For example, the takeover of Crown Zellerbach's James River Paper Company by James Goldsmith in 1985 was followed by the layoff of 1,000 employees. A subsequent attempt by Goldsmith to gain control of the Goodyear Rubber Co. was successfully fought off by the firm.



However, in doing so, Goodyear added $2.6 billion to its corporate debt, which led to the shutdown of its tire plant in Cumberland, Md., the loss of 800 jobs there, as well as sizable reductions at the company's headquarters and in various shops making other products in Akron, Ohio.

In 1986, Safeway Stores' defense against a takeover by the Haft group included the payment of greenmail, which left the Hafts with $100 million in profit for their efforts, and ended in a leveraged buyout under the auspices of Kohlberg, Kravis & Roberts. The company incurred a debt of about $4.1 billion and quickly embarked upon a program of shutdowns and sales of stores. The number of job losses at Safeway totalled about 9,500.

The common ingredient in these and other restructurings is a quantum increase in debt, which then gives rise to extraordinarily high servicing costs, pressures to cut wages and benefits, and close-downs or sales of assets and operations.

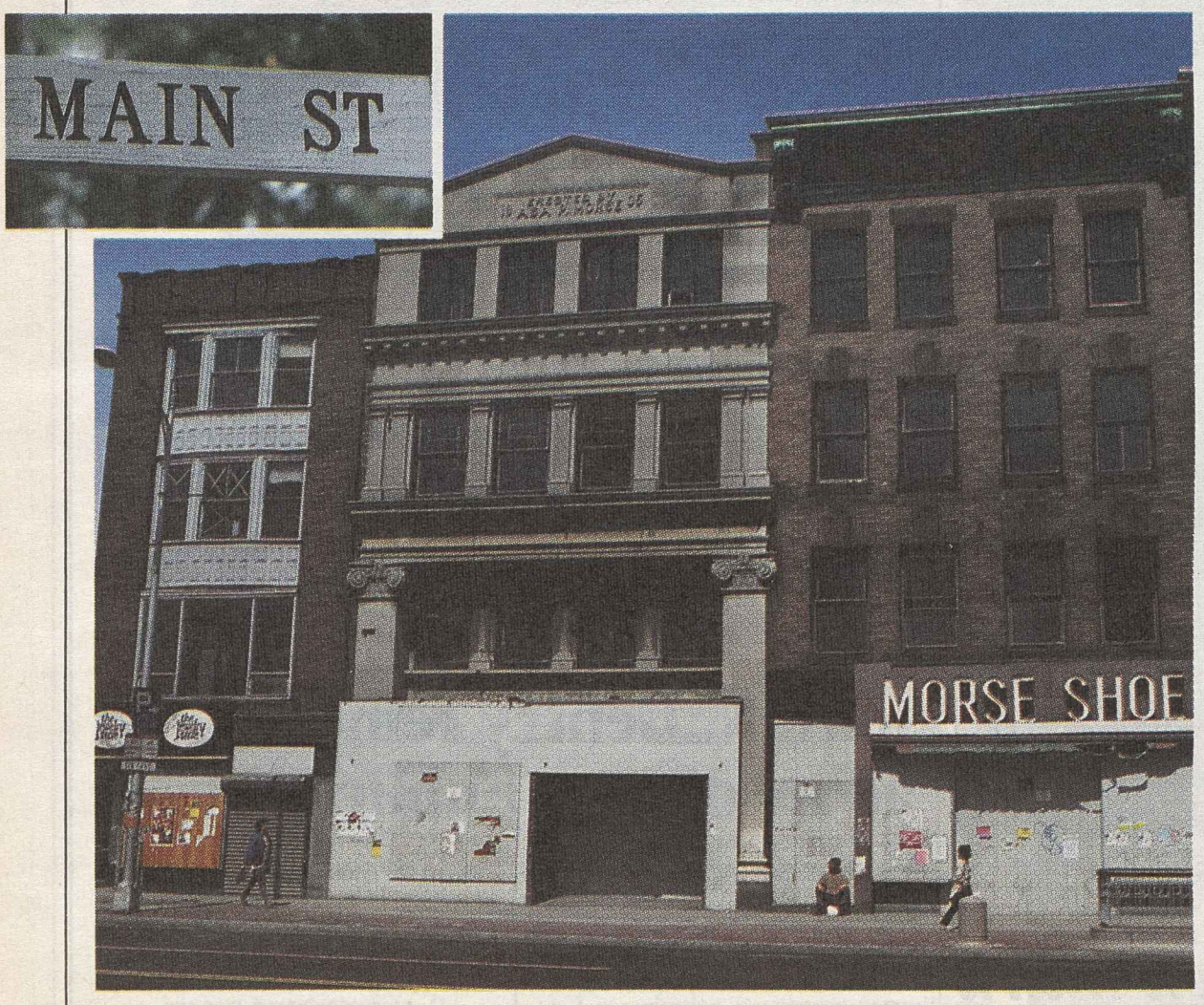
Win or lose, those who initiate the takeovers usually end up pocketing millions of dollars. The losers in these deals, quite consistently, are none other than the stakeholders in the affected company, particularly the long-term workers.

There is no rhyme or reason to this latest Wall Street bubble. A few years ago, when large companies were gobbling each other up, we were told that "bigger is better," that conglomeration helped corporations become stronger and more efficient to compete in the world economy. Now that the takeover craze has become finance-driven and corporate disintegration through leveraged buyouts is the rage, we are told that companies are more efficient when broken up and their assets are sold off piecemeal.

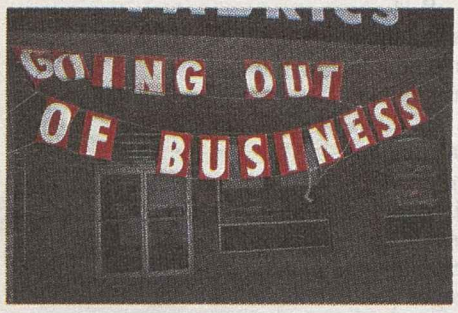
While the rest of the industrialized world soberly invests in the future, our financial elite—with the complicity of major banks, brokerage firms, investment houses, prestigious law firms, and the "best







and brightest'' graduates of our leading universities and business schools—is engaged in drunken short-term speculative revels. Whether or not we crash and burn is not the question, only when and how many casualties there will be.



The AFL-CIO takes no pleasure in this prediction. We know that the ultimate price will not be paid by the dealmakers; they will take the money and run. Rather, it is working people—whose voices cannot now be heard amid the current financial uproar—who will suffer.

What, then, is to be done? There is a growing consensus that a large part of the grotesque profits from these deals stems from the tax system's disparate treatment of debt and equity. There are complex practical and technical problems that must be overcome in correcting the current situation, but we believe that those problems are not insuperable, and that the current system is creating such serious economic losses that corrective action must be taken by Congress.

Even if one were to take a much kinder and gentler view of LBOs and hostile takeovers than we do, one thing is clear: the U. S. government should not be subsidizing these questionable deals by providing tax subsidies. But this is precisely what the tax code does. The code accords a tax advantage—tax subsidy if you will—to financing corporate activities through debt rather than equity.

Indeed, since 1981, the relative tax advantage of corporate debt has increased as a result of the sharp cuts in individual and corporate marginal tax rates, to the point whereby debt could now be taxed at a rate as much as 87.5 percent lower than equity, compared to a differential of 19.7 percent prior to 1981.

As a result, according to the Federal Reserve Board, from 1981 to 1987, the non-financial corporate business sector retired $295 billion in equities while adding $813.2 billion to net corporate indebtedness.

The switching of corporate capital structures from equity to debt also undercuts the corporate contribution to the costs of running the federal government and generates revenue losses that make the solution of the federal budget deficit problem even more intractable. If the share of corporate income excluded from taxes as a result of interest payments had stayed at its 1980 level, the corporate tax base in 1985 would have been nearly $50 billion higher than it was in fact.

As a tax policy matter, there is no reason to treat a dollar of debt-financed income any differently from a dollar financed by an equity investment—in fact, the distinction between the two is one of degree rather than a hard and fast distinction in kind. And, as a matter of national economic policy, the preferential tax treatment of debt has resulted in the siphoning off of funds to corporate deal-makers that otherwise would have been used to increase the nation's productive capacity and potential. This switch to debt for non-productive paper transactions has added an element of risk and vulnerability to an already shaky and fragile economic situation.

As a practical matter, this Committee is faced with the following choice: to continue the present rules under which the U.S. Treasury subsidizes highly-leveraged deals despite their deleterious effects, or enact a limit on interest deduction for corporate debt. The choice between those alternatives, while complex in its successful accomplishment, is an easy one as a matter of principle. So that there can be no misunderstanding, I wish to stress that the only other alternative that has been mentioned—a new corporate deduction for dividend payments—makes no sense whatsoever, particularly under current circumstances, in which the government's fiscal situation precludes any tax change that promises a large revenue loss to the Treasury.

It is our position, then, that since Congress has come to the judgment that it is proper to be selective in determining which types of interest payments shall be deductible on individual tax returns, it is time, in the interest of sound public policy, to make similar discriminations with regard to the deductibility of interest on the various types of corporate debt.

The amendment to the code most closely fitted to the immediate problem would be to disallow the deduction for debt to finance an LBO, a takeover, or the retirement of equity. While I am not an expert in the technicalities of formulating and administering the federal corporation tax, it is my understanding—and this accords with common sense—that such an amendment would require careful safeguards to prevent the evasive recharacterization of debt that is in fact incurred for these purposes and detailed tracing rules to assure that debt originally incurred for these purposes is not turned over into deductible debt obligations. These are not easy tasks, but I am convinced that this Committee has the technical skills to devise a workable approach and that the need is so great and so plain and obvious that the effort must be made.

I also wish to digress for just a moment to underline two other related points of great concern to American workers which stand separate from the tax issue I have just discussed but are important nonetheless.

First, there is a natural tendency to focus on new developments and to take long-standing and equally destructive practices for granted. Thus, the discussion today is almost exclusively about LBO's and hostile takeovers, while other forms of corporate restructurings are hardly mentioned at all.

Yet, from the long-term employee's standpoint, all reorganizations in which one corporation succeeds another are the same: the prevailing, or ''new,'' employer is free to hire a new workforce and in so doing may terminate established bargaining relationships and cancel collective bargaining agreements in force.

We believe this is entirely unfair and contrary to the interests of working people and of a well-functioning economy. Permitting arbitrary conduct of this kind undermines the system of mutual employer-employee commitments that provides the foundation for high company productivity. That being the case, the AFL-CIO's first priority in the



merger and acquisition area is a set of employee protections across these corporate transitions no matter what their form. We will pursue this agenda in this Congress before the proper committees.

Finally, since this Committee has joint jurisdiction over ERISA matters, I wish to note that the AFL-CIO strongly supports a change in that law, under which employers have unilaterally terminated pension plans and used excess assets to fund mergers and acquisitions. Since 1980, $18.7 billion has been taken from pension funds by employers, affecting some 1.9 million participants. Workers whose pension benefits have been terminated by corporate raiders or corporations targeted for takeover have been left with annuities whose value is far less than the original pension promise.

Our position on this issue is simple. The assets in a pension fund represent deferred wages for workers covered by the plan and are explicit trade-offs in exchange for a pension that is expected to grow in the future and provide economic security to retirees. Thus, in the context of both merger activity and pension reform, we strongly urge Congress to develop comprehensive legislation that will end the termination of pension plans without significant worker participation and protection. The 10-percent excise on pension plan terminations was raised to 15-percent as part of the 1988 Technical Corrections Act to give Congress the opportunity to develop a comprehensive strategy on the issue of pension plan terminations. We stand ready to assist in developing whatever legislation is required to address this problem.


LABOR

STEEL MEN SCORED IN SENATE HEARING

Between the Lines Newspapers Tell Gag Rule Horrors

"COSSACKS" BRUTAL

UNION HEADS LASH ANTI-STRIKE CLAUSE

Action Postponed on Return of Roads

Compromise Bill Reflects Where Committee Hears Labor Men

"FUTILE" — GOMPERS

BRITAIN FORCED TO WAR FOOD RATIONS

Union Police Win In Macon Elections

MCMURRIN Calls Military Training Kaiser's Doctrine

THE STEEL GATE

CANADIAN CONFERENCE FINDS EMPLOYERS UNABLE TO ACT

ALL ORGANIZED LABOR CALLED TO FIGHT FOR RAIL DEMOCRACY

WHY The Plumb Plan?

This is how Labor newspaper looked when it was launched in 1919.

Labor newspaper left mark as battler for rail workers

Labor newspaper, the voice of railroad workers and their unions for 70 years, has published its final issue, dated Jan. 25.

It was sadly and reluctantly discontinued by the 11 railroad unions that shared ownership. Transportation Communications Union President Richard I. Kilroy, chairman of the publishing cooperative, termed it "an agonizingly difficult decision." It reflects, he said, the railroad industry's "seemingly endless cutbacks in its workforce—the readers of Labor newspaper."

In a letter to Kilroy, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue expressed regret at the necessary decision and praised Labor's staff for making the paper an award-winner.

In 1919, 15 railroad brotherhoods established the Labor Cooperative Educational & Publishing Society and levied a one-time assessment on some 2 million members in the United States and Canada to start a weekly paper.

Its first editor was Edward Keating, a three-time congressman who shaped the fledgling publication into a giant influence. When he retired in 1953, and Reuben Levin succeeded him as editor, Labor's circulation was close to 900,000.

Labor moved into its own building on Capitol Hill in 1960, just as the first big wave of railroad mergers and cutbacks was under way. For the first time, railroad employment dropped below the one million mark.

By 1981, when Levin died and Richard J. Calistri became the third and last editor, there were only about 500,000 active railroad workers and the decline was far from over. It dropped to 320,000 in 1987 and is now hovering close to 300,000.

Nearly all the railroad unions had their own journals and the combination of postage increases and a shrinking membership base was taking its toll. Unions that had subscribed for their full membership had to cut back. Labor was now coming out every three weeks, and it was increasingly difficult for revenue from the eight-story building to cover its annual losses. The building, substantially increased in value by the escalation of real estate prices, will now be sold.

Labor's Sec.-Treas. John Clark promised that every subscriber will receive a full refund of unfilled portions of subscriptions. Refunds less than $1 will be paid in postage stamps rather than checks.

Calistri said the magazine's bound volumes and historic records will be presented to the George Meany Memorial Archives.

Edward Lamon dies at 51, headed Maryland AFL-CIO

Edward Lamon, president of the Maryland/District of Columbia AFL-CIO, died Jan. 30. He was 51.

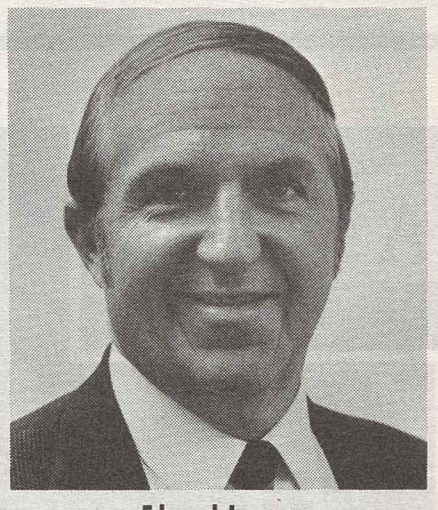
Lamon served 10 years as the director of the state federation's Committee on Political Education before becoming president in November 1983.

Ernest R. Grecco, the state federation's first vice-president and Baltimore AFL-CIO president, assumes the top office until the organization's 54-member executive board meets to vote on a permanent replacement for Lamon. The federation represents some 420,000 members.

Lamon, a member of the Electrical Workers, worked as a journeyman electrician and served as both press secretary and recording secretary of his local before being appointed to the COPE position in 1973.

In a letter to his family, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas Donahue noted that the sense of sorrow at his loss is widely shared.

"In every area of trade union activity, especially in political and legislative activity, Ed set a standard that earned him respect and admiration," the federation leaders said.


Edward Lamon

Funeral services were held Feb. 3 at the Mount Olive United Methodist Church in Baltimore. Lamon is survived by his wife Joyce and three children.

John N. Gentry remembered as mediator, public servant

John N. Gentry, permanent arbitrator of the AFL-CIO Internal Disputes Plan since 1982 who had served as Under Secretary of Labor in the Carter Administration, died of cancer Jan. 27.

Gentry, 58, was a well-known arbitrator who held a number of positions in the Labor Dept. in the 1960s, including Deputy Assistant Secretary for Labor-Management Relations.

At a memorial mass in Washington, AFL-CIO Sec.-Treas. Thomas R. Donahue said that Gentry spent his life "in the service of others in enormous good spirit and with real enjoyment of himself and of those around him."

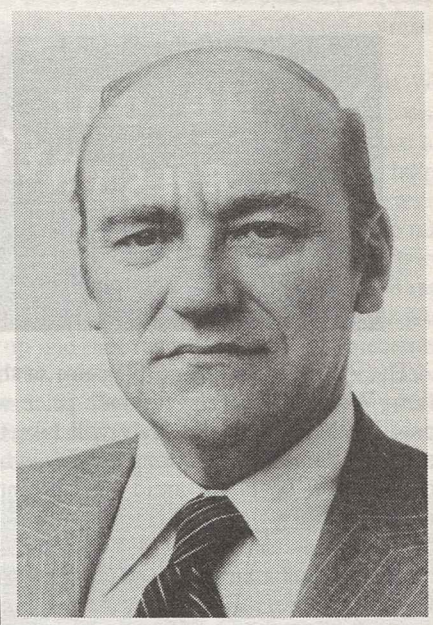
As the federation's permanent arbitrator for internal disputes and one of the two mediators in the organizing responsibilities process, Donahue said, "he was well-known as a serious practitioner of the art of mediation who got the parties to settle nearly two-thirds of all cases he handled."

Born in Williamsport, Pa., Gentry received a degree in economics from the University of Maryland in 1957 and a law degree from Georgetown in 1960.

After his service at the Labor Dept. in the 1960s, he entered private law practice in 1970 in partnership with former Labor Sec. W. Willard Wirtz.

Gentry returned to government service in 1979 and was named Under Secretary of Labor late that year. He served as the second-highest ranking officer under Secretary Ray Marshall until 1981, when he returned to his career as an arbitrator and mediator.

Survivors include two daughters and his mother, Mary, of Reston, Va. After the Jan. 30 memorial mass, burial was in Elkin, N.C.


John N. Gentry

Clergy, unions focus on workplace

Continued from Page 1

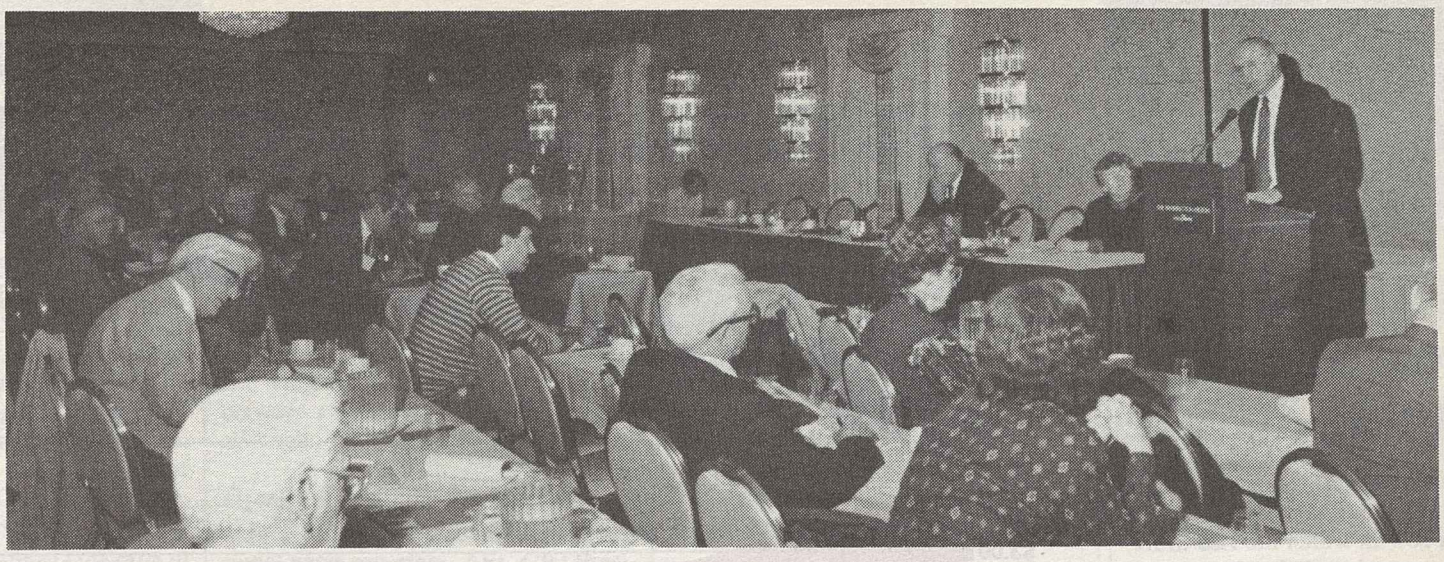
tween labor and religious organizations is not as close as it has been in the past.

John DeConcini, president of the Bakery, Confectionery & Tobacco Workers, said that the time to communicate with the local religious community is not only when the union is in the town "on strike, not when there's a plant shut down and you have to go to the people you don't even know and say 'We need your help.' I think we have to have a year-round relationship with the religious community. I blame us in the labor movement for not reaching out more, for not communicating more, for not being part of an ongoing dialogue" with local religious leaders.

The participants discussed thorny issues like some churches opposition to attempts of their employees to unionize. Patrick J. Sullivan, C.S.C., Professor of Sociology, University of Notre Dame, said: "I want to make a public confession for my church. The sin I am talking about is preaching one thing about the right of workers to organize and practicing something else inside."

AFL-CIO Sec.-Treas. Thomas R. Donahue pledged a full report on the conference to the AFL-CIO Executive Council and to the state federations so they can go forward with this dialogue at a state level. Donahue also said the AFL-CIO would work "in every city and state" and with field staff and organizers to encourage them to establish "dialogue at the local levels."

In addition to Kirkland, Donahue and DeConcini, other AFL-CIO Executive Council members participating were Joyce Miller of the Clothing and Textile Workers, John T. Joyce of the Bricklayers, Milan Stone of the Rubber Workers, John J. Sweeney of the Service Employees, Jack Sheinkman of the Clothing & Textile Workers, Jay Mazur of the Ladies Garment Workers and Lynn Williams of the Steelworkers. Other union presidents were Susan Bianchi-Sand of the Flight Attendants and Dominick D'Ambrosio of the Allied Industrial Workers and ILGWU President Emeritus Sol Chick Chaikin.



AFL-CIO Sec.-Treas. Thomas R. Donahue closes conference by urging a continued dialogue between religious groups and the labor movement.

'It is our high aim to build a coalition'

"The dignity of the human person and the value of the human person is the center upon which the entire economic system revolves....We must have higher aims and priorities in our system....Otherwise we will continue on a very pernicious course of greed and acquisitiveness as the major aims of our capitalistic endeavors."

Archbishop Rembert Weakland
O.S.B., of Milwaukee

"Jewish teachings were developed precisely out of times not unlike our own when the urban centers of the Greco Roman period were rife with all of the problems of inequality, poverty, hunger, homelessness..."

Rabbi Richard Yellin
Chairman, Domestic Affairs Committee
Synagogue Council of America

"Our children are growing poorer while our nation is growing richer. All groups of children are poorer today than they were at the beginning of the decade. If we don't...reduce child poverty between now and the year 2000, all of the growth in our child population will consist of poor children, and our children in the next century will be poorer than they are today."

Marian Wright Edelman
President, Children's Defense Fund

"The fastest growing group among the poor have been the working poor.... While some parts of our society abound in wealth and luxury, other parts are trapped in cycles of poverty, dependency, unemployment, and social breakdown. A severe new form of poverty and inequality is growing, dividing people into radically different worlds of plenty and privation."

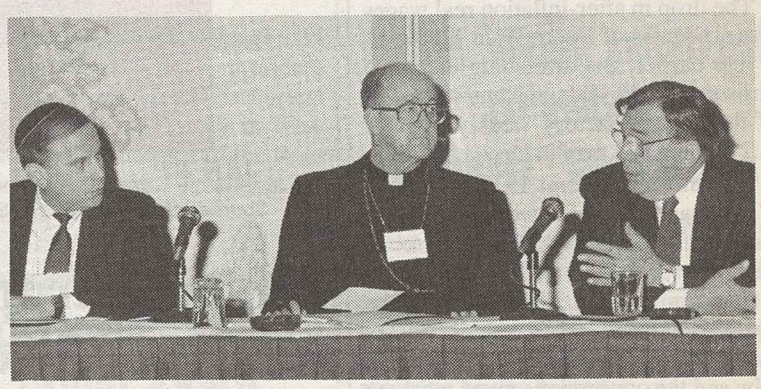
Bishop Sherman G. Hicks
Metropolitan Chicago Synod of the Evangelical Lutheran Church in America

"Go slow in dreaming about starting a national church/labor organization. Start at the bottom; start at the local and regional level. Do the preparatory spade work that needs to be done and eventually, if there's a need for a national organization, it will grow naturally and organically."

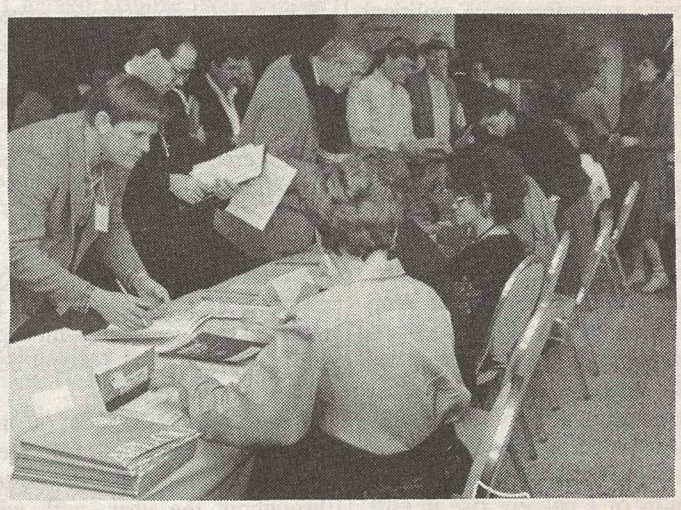
Msgr. George Higgins
Professor of Moral Theology, Catholic University of America

"The historical social contract and compact in which the church and the labor movement have sought to function is gone. The economy executed it in the 1970s. It was politically buried here in the 1980s. And the old coalition of religion and labor is somewhat in disarray. Therefore I believe that we are called to take first the step of shaping, marketing, and advocating a new contemporary vision for America and for its people.

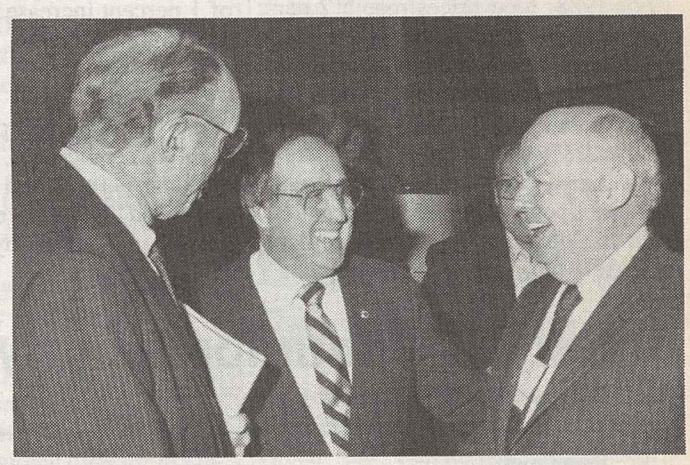
Bishop John Hurst Adams
Sixth Episcopal District, African Methodist Episcopal Church



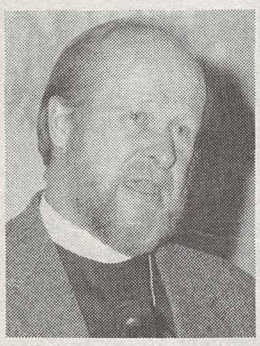
Lane Kirkland with Rabbi Richard Yellin, left, and Archbishop Rembert Weakland at plenary session.



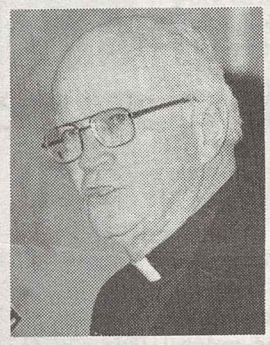
Delegates register for the three-day conference.



Donahue, LCLAA President Jack Otero and Federation Vice President John J. Sweeney, right.



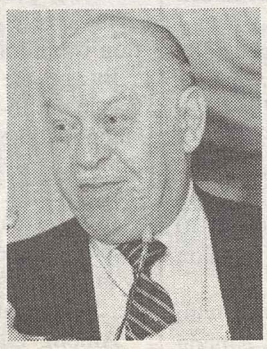
Dr. Wayne Stumme
Director, Inst. for Mission



Rev. William J. Byron
President, Catholic Univ.



Msgr. George Higgins
Professor, Catholic Univ.



Bishop John Hurst Adams
AME Church



Marian Wright Edelman, president of the Children's Defense Fund, shares a moment with Joyce Miller, vice president of the Clothing & Textile Workers.

Data

Pay trails prices as real earnings continue decline

Workers' pay fell behind the rise in living costs again last year, the third in a row in which the rise in living costs outstripped the increase in average weekly wages.

The drop in after-inflation real wages was six-tenths of 1 percent in 1988 over a year earlier. But stretching the comparison back 10 years, the buying power of the average factory weekly wage is 11.7 percent less than in December 1978.

In terms of constant 1977 dollars, it is the equivalent of a worker taking a pay cut from $190.83 a week to $168.53.

Economist Barry Bluestone said the erosion of real weekly earnings reflects the shift from manufacturing to service jobs and the concessions many workers have been forced to make to keep factories open.

Bluestone, a professor of political economics at the University of Massachusetts in Boston and a board member of the Economic Policy Institute, noted that the U.S. economy is still drained by corporate takeovers and buyouts, and by a lack of investment in technology, plants and equipment.

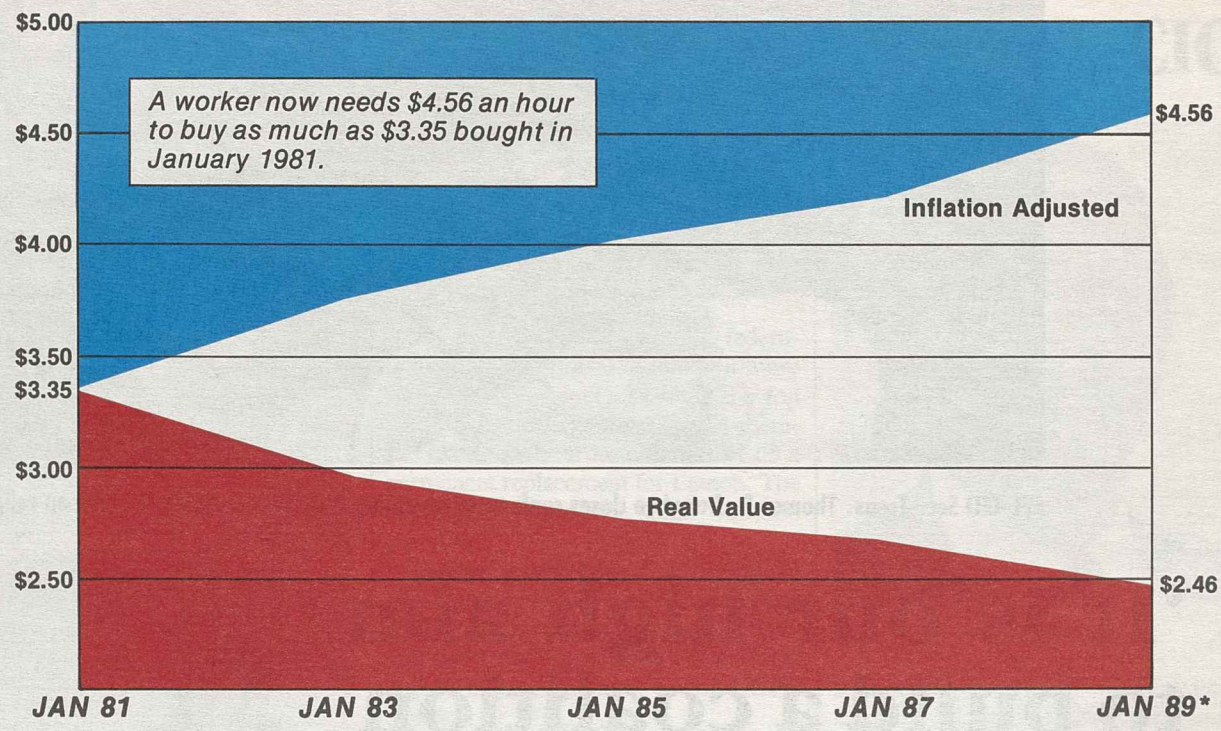
A different index, measuring real median earnings of full time workers, showed an even bigger 1.4 percent drop from the fourth quarter of 1987 to the fourth quarter of 1988.

The 4.4 percent rise in the consumer price index during 1988 was virtually unchanged from the 4.5 percent rise the year before. But it was a big jump from the six-tenths of 1 percent rise in CPI in 1986.

For 1988, food prices rose 5.2 percent, up from 3.4 percent the previous year. Medical care prices against outstripped the inflation index. They rose 7 percent, as compared to a 6-percent rise in 1987.

But energy costs were up only three-tenths of 1 percent in 1988, a sharp drop from the previous year's 8.8 percent increase.

Minimum Wage: The Shrinking Purchasing Power



Source: Bureau of Labor Statistics

* Estimate

Housing dropoff sends conflicting economic signal

The federal government issued a mixed bag of economic and statistical indicators for the closing months of 1988.

Housing starts dropped 8.2 percent in 1988 below the year-ago period, the Commerce Dept. reported, posting a annual rate of less than 1.5 million units, the lowest level since 1982 a recession year.

Construction of single-family homes dropped 5.8 percent, with less than 1.1 million starts last year, while apartment starts plunged 14.1 percent below the year-ago period.

The Commerce Dept.'s index of economic indicators for December maintained the seesaw pattern set throughout the year, with with nine available indicators posting a six-tenths of 1 percent increase. That followed a November drop of two-tenths of 1 percent.

Six factors—new orders for consumer goods, stock prices, orders for plant and equipment, materials prices, building permits and money supply—improved while average workweek hours and unemployment insurance claims worsened.

Statistics at a glance

Wages

Collective Bargaining Settlements in 1988

	First Year	Over Contract Term
Median Wage Increase*	3.1%	2.4%

Percentage Change in Wages and Benefits in Private Industry (Employment Cost Index)

	1986	1987	1988
Wages and Benefits	3.2%	3.3%	4.9%
Wages	3.1%	3.3%	4.1%
Benefits	3.4%	2.9%	6.8%

	Dec. '87-Dec. '88	Since Dec. '78
Real Weekly Earnings	−0.6%	−11.7%

Prices

	Dec. '87-Dec. '88	Nov.-Dec. '88
All Prices (CPI=W)	4.4%	0.3%
Food	5.2%	0.3%
Housing	3.9%	0.3%
Medical Care	7.0%	0.6%

Economy

	1988	Fourth Quarter '88
Real GNP Growth	3.8%	2.0%

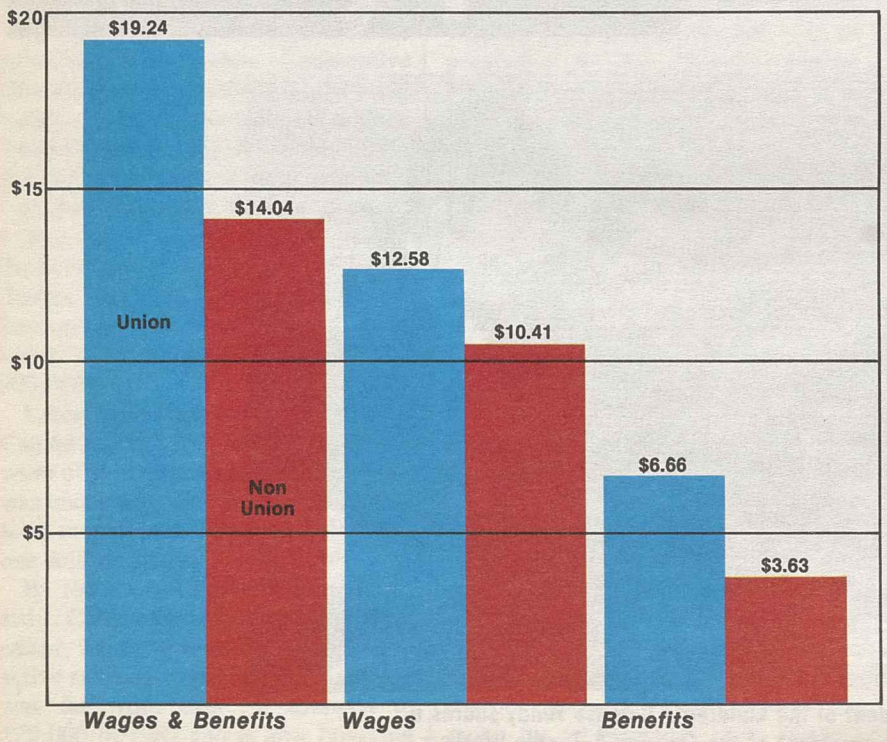
	1986	1987	1988	Oct.-Dec '88
Housing Starts	1,805,000	1,621,000	1,487,000	1,538,000**

* Excludes COLA adjustments, lump sum payments, profit-sharing, and stock ownership plan distributions.

** Annual rate.

Union vs. Nonunion Hourly Pay

December 1988



Source: AFL-CIO computation, based on BLS Employment Cost Index

Union advantage shows up in higher pay, more benefits

Continued from Page 1

union wages often become the industry standard, the union differential was $433 to $385.

The differential among racial and ethnic groups was less among union members than among nonmembers. But in every category, union workers substantially surpassed the pay of nonunion workers.

White union members averaged $488 a week, $120 more than white workers without a union card. The $417 average for black union members was $138 above their nonunion counterparts. And the $400 average for Hispanic union members was $130 more than the $270 figure for Hispanics without a union card.

Women workers averaged $403 with a union card, $300 without one. Among men, the union advantage was $505 to $416.

According to the BLS report, 16.8 percent of all wage and salary workers are union members and 19 percent are represented by unions. Among full time workers, 19.1 percent are union members and 21.5 percent are represented by unions.

The comparable figures for persons working part time were 6.6 percent membership and 8 percent representation by unions.

By age, the lowest union membership was in the 16-24 bracket and the highest among workers 45 to 54. There was little year-to-year difference in union membership.

In most categories, union membership and representation increased slightly in numbers but slipped marginally in percentage of the total workforce.

Among blacks, there was a union gain in both members and representation, for men and women.

Resources

PRINT MATERIALS

Religion and labor dialogue

Labor and religious communities share common ground and a common heritage in addressing the concerns of working people and the health of human communities. That is the focus of remarks by AFL-CIO President Lane Kirkland to a federation conference Jan. 25-27 on social and ethical concerns in a changing economy.

In closing remarks, AFL-CIO Sec.-Treas. Thomas R. Donahue called the trade union movement "an instrument through which the religion impulse can find practical expression in daily life" and called for continued discussions between religious and labor groups at all levels. Both available in speech text.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

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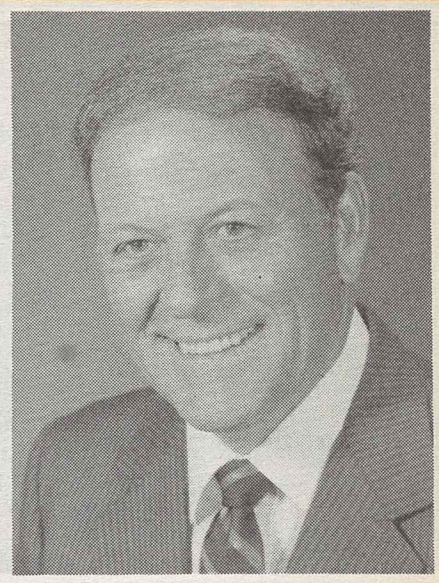
In a roundtable discussion with national news reporters, AFL-CIO President Kirkland outlined labor's legislative concerns and discussed some of the federation's membership initiatives. Available in text form.

Hostile takeovers and buyouts

In addition to outlining labor's concerns about leveraged buyouts to the Senate Finance Committee (pages 6-7), AFL-CIO President Kirkland testified before the House Ways & Means Committee Feb. 1, stressing that "the country as a whole and working people in particular are paying a wholly unacceptable price to the financial manipulators who arrange highly speculative, highly leveraged buyouts and takeover deals." The testimony reprinted on pages 6-7 is also available in text form.

Hail to the chief

AFL-CIO President Kirkland paid tribute to A. Philip Randolph, president and "chief" to the Sleeping Car Porters he organized, at a ceremony in New York marking the issuance of the Randolph postage stamp. Available in speech text form.



Jake West

Jake West named new president of Iron Workers

Jake West, secretary of the Iron Workers since 1985, was elected president by the union's executive board. He succeeds Juel Drake, who retired and was named president emeritus by the board.

West, 60, was elected to finish a term that ends in 1991. He began his union career in 1948 when he joined Local 301 in Charleston, W. Va. In 1951, he became a member of Local 433 in Los Angeles and was elected business agent ten years later.

In 1971, West was named an international organizer, serving until 1983 when he was elected president of the Iron Workers District Council in California, a post he still holds.

He became an international vice president in 1983, serving until his election as secretary two years later.

Drake, 74, was elected to the union's top post in 1986. Prior to his election, he had served as secretary since 1971 and was elected a vice president in 1956.

Drake joined Iron Workers Local 229 in San Diego in 1939 and was elected business manager and financial secretary-treasurer in 1945. He served as president of the San Diego County Building & Construction Trades Council and was named an international organizer in 1948.

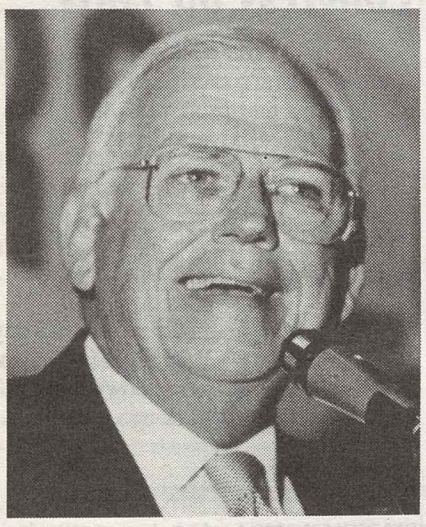
Newsmakers

Asbestos Workers elect Bernard as president

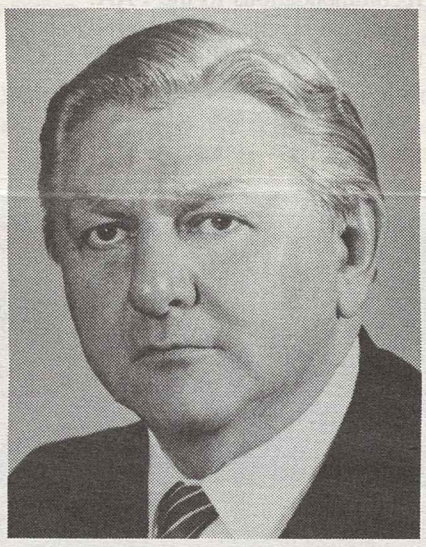
WILLIAM G. BERNARD was elected president of the Asbestos Workers by the union's executive board, following the death of President Andrew T. Haas.

The board also elected James A. Grogan Jr., 50, as secretary-treasurer and George W. Snyder, 48, an international vice president.

The new officers will serve until the union's convention in August 1992. Bernard, 61, had served as secretary-treasurer since 1972. He joined the Asbestos Workers in 1948 and was elected president of Local 1 10 years later. He also served as the local's business agent and financial secretary.



William G. Bernard



George E. Leitz

George Leitz heads Transport Workers

GEORGE E. LEITZ, who went to work as a bus driver in Fairview, N.J., after combat duty with the Marines in World War II, is the new president of the Transport Workers.

Leitz, who had been TWU's executive vice president since 1985 and previously its secretary-treasurer, succeeds John E. Lawe, who died last month.

After serving as shop steward and in a series of local offices, Leitz was elected president of TWU Local 225 in 1961 and built its membership from 450 to 2,000 before joining the international union staff in 1978.

Chicago Tribune report wins Broun award

JOHN McCARRON, a reporter with the Chicago Tribune, was awarded the Newspaper Guild's 1988 Heywood Broun Award for a seven-part series on the uses and abuses of political power by elected officials and reform groups in Chicago. Broun was the founding president of the Guild.

Honorable mention awards were made to: Bill Deman of the Atlanta Journal & Constitution, Christopher Drew of the Chicago Tribune, Andrea Blaugrund, Lisa Trei and Mitch Stacy of the Gainesville, Fla., Sun, Joe Starita of the Miami Herald and Carl M. Cannon of San Jose, Calif., Mercury-News.

Beauregard selected DPE treasurer

GILLES BEAUREGARD, secretary-treasurer of the Office & Professional Employees, was elected treasurer of the AFL-CIO Dept. for Professional Employees by the DPE executive board.

He will fill out the remainder of the two-year term of Rodney Bower, former president of the Professional & Technical Employees, who held the post 13 years. The next election will be in November 1989.

Beauregard, 51, who joined the OPEIU in 1958, served in a number of Canadian posts with the union until he was elected the regional director in Ontario in 1974. He became an international vice president in 1980 and secretary-treasurer in 1986.



Gilles Beauregard

Five Pilots elected as executive vice presidents

RONALD BURSON, DAVID F. LaROCQUE, FRANK MAYNE, DONALD H. McGREGOR and **JERRY MUGERDITCHIAN** were elected to two-year terms as executive vice presidents of the Air Line Pilots at its board of directors meeting in Miami. Burson, 44, is chairman of a local pilot council and served as chairman of the Flying Tigers Line unit. LaRocque, 48, is on the ALPA committee concerned with the TWA-Ozark merger and was director of the San Francisco field office. Mayne, 48, has been a local council chairman, grievance chairman, and member of the union's national hearing board and education committee. McGregor, 45, served three terms as chairman of the Piedmont Airlines pilot unit. Mugerditchian, 49, was an executive board member and chairman of the Midway Airlines pilot unit.

Board declares Eastern impasse

After the National Mediation Board declared the bargaining talks between the Machinists and Eastern Airlines were at an impasse, the air carrier rejected the offier of arbitration to settle the dispute. The Jan. 31 action sets the clock ticking on a 30-day cooling-off period which starts when the parties are formally notified of the impasse.

Charles Bryan, chairman of IAM District Lodge 100 and the chief union negotiator, said that "it's really a sad day for us that management there is getting their wish to push us into a strike." Both sides agree that mediated talks will continue during the cooling-off period.

Bryan said the union does not want a strike, but noted Eastern has not altered its demand for "deep pay cuts" in the 16 months of bargaining. If a strike occurs, he said, the union will boycott other carriers owned by Texas Air as well as "other domestic and international carriers not party to the dispute' 'as is allowed by the Railway Labor Act.



Sing a union song

The Clerinotes, a women's vocal group at the University of Illinois in Urbana, give a musicial boost to an AFSCME organizing drive among 2,300 clerical and support workers at the university. At a solidarity rally, the group belted out a rendition of ''Union Maid'' while supporters posted petitions from hundreds of university workers calling for AFSCME representation. From left, Joyce Ekker, Maria Batista, Joyce Snider and Neva Wright. Not shown, singers Mary Cummings and Dana Penrose. AFSCME Local 698 represents 550 non-academic university employees.

NATCA wins 'partnership' for air safety

The Air Traffic Controllers Association, NATCA, has negotiated a three-year ''safety contract'' that includes guaranteed work breaks every two hours and a ''partnership role'' in safety and job decisions. Controllers work under heavy job stress in their life-and-death role of directing the nation's skyways.

If ratified by NATCA's 7,000 members, the nation's air traffic controllers will be covered by a union contract for the first time since the 1981 strike by a predecessor union. NATCA won a representation election by the nation's 13,000 air controllers in June 1987.

Under the agreement, NATCA will participate in all accident investigations where controllers are involved and in other safety-related review boards. Other provisions range from guaranteed maternity leave, the opportunity to take time off for infant care, seniority on bidding for days off and establishment of a national job safety and occupational health committee.

NATCA President R. Steve Bell noted that federal law excludes from the bargaining table such major issues as pay, pensions and health benefits. But he said the union's next mission will be a legislative agenda to address these concerns.

The agreement provides for union-management professional councils to explore areas that are outside the scope of collective bargaining and make recommendations to the FAA.

Bell said copies of the tentative contract are being mailed to all NATCA members this month as part of the ratification process.

Scab tactics seat Krueger on boycott list

Green Bay, Wis.

Krueger International Inc., a manufacturer of auditorium and office seating and furniture, has been placed on the AFL-CIO boycott list for its anti-union actions against the Machinists.

Some 300 IAM members struck Krueger in September 1987 after the company presented a ''grossly inadequate final offer,'' the union said. Krueger hired about 125 replacement workers and then set a deadline for the union workers to return to work.

On that day, the union accepted the three-year contract which reduced pay as much as $3 an hour for some workers. The company, holding that it had made a commitment to the scabs, refused to let the union workers come back. Rather, they were put on a preferential hiring list, but few have returned to their jobs, the union said.

Then the scabs decertified the union, an action that has been upheld by the National Labor Relations Board. The IAM is working to organize the plant again.

The Krueger products are sold to office furniture dealers and retailers, such as Sears, under the following brand names: Matrix, Poly, Dorsal, Vertebra, Stax, Afka and Modular chairs, and University Seating.

The Green Bay plant was Krueger's only union operation. It has other plants in Tupelo, Miss., and Manitowoc and Gillet, Wis.

INSIDE

VOLUME 34, NUMBER 3
FEBRUARY 4, 1989

AFL-CIO NEWS

1 ***Paycheck comparison shows union edge***
In every industry, every age group, by race or by sex, survey finds union members get better pay and benefits.

2 ***Low-income tax break, Workers' Memorial***
Unions are helping to spread the word of a little-known tax benefit. And on Apr. 28, workers will turn a national spotlight on job safety.

3 ***Labor lists agenda for 101st Congress***
A listing of the legislative issues selected as the AFL-CIO agenda for the new Congress.

5 ***An unlikely setting for a success story***
Japanese owners of an ailing tire factory discover that employee involvement works when the union is accepted as a full and respected partner.

6 ***Kirkland presses Congress on LBOs***
Testimony by the AFL-CIO president stresses jobs are sacrificed to pay corporate debts and profits resulting from "the leveraged buyout game."

10 ***Workers run harder but still lag behind***
If you think your paycheck doesn't buy what it used to, you're right. After inflation, real earnings are down a full 11.7 percent from 10 years ago.

UNION YES

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AFL-CIO NEWS

VOLUME 34, NUMBER 4 FEBRUARY 18, 1989

FOCUS



Family needs

Working parents are looking to Congress to ease the tough choice they face between family and financial concerns.
See Pages 4-5.

Congress pressed to curb takeovers

Kirkland, Donahue spell out threat to workers' jobs and pensions

Workers' jobs and pensions are being used as chips in corporate takeover games that have transformed healthy companies into debt-ridden shells, the AFL-CIO charged in House and Senate testimony that called for legislation to take the profit out of corporate cannibalism.

AFL-CIO President Lane Kirkland went before the two tax-writing committees of Congress—the House Ways & Means and Senate Finance Committees—to talk about more than 90,000 union members who have lost their jobs over the past decade in the aftershocks of corporate restructuring.

That's too high a price to pay for the gamesmanship of Wall Street speculators, he made clear.

At parallel hearings by the House Labor-Management Relations Subcommittee, AFL-CIO Sec.-Treas. Thomas R. Donahue called for stronger curbs on raiding of pension funds to recoup so-called "excess assets." Workers consider funds held in trust for future pension benefits as deferred wages, Donahue stressed. It's "unethical" for employers to use that money to pay takeover debts, he said, and it should be illegal as well.

Donahue also urged that legislation to deal with abuses in corporate buyouts include safeguards against the new owners of a company arbitrarily tearing up a union contract and replacing the workforce. That "undermines the system of mutual employer-employee commitments that provides the foundation of a just society of labor-management relations," he stressed.

Texts available, details Page 15

The leveraged buyouts the congressional committees are trying to regulate refer to a tax-favored device by which a raider or a corporate management will borrow money often through unsecured "junk bonds" to buy majority control of a company.

When that happens, workers almost always get hurt. Debt-ridden corporations sell off assets, close down plants that should be modernized, terminate pension funds and seek to cut wages and benefits.

As Kirkland noted in his testimony, corporate management is usually protected from the adverse effects of takeovers by "golden parachute" deals. But for workers there are no parachutes.

In the House, a task force named by Speaker Jim Wright has involved five committees on various aspects of legislation on leveraged buyouts.

Besides the tax concerns of the Ways & Means Committee and the pension concerns of the Education & Labor Committee, the Judiciary Committee is holding hearings on anti-trust law issues, the Energy & Commerce Committee has jurisdiction over securities regulation, and the Banking Com-

Continued on Page 2

Jobless aid program fails safety net test

Few getting benefits

More than a decade of neglect has left the federal-state unemployment compensation system so frayed that it no longer functions as a safety net for America's jobless workers.

That's the grim news in a comparison put together by AFL-CIO unemployment compensation specialist James Ellenberger that shows the sharp drop from 1975 to 1988 in the percentage of jobless workers receiving benefits.

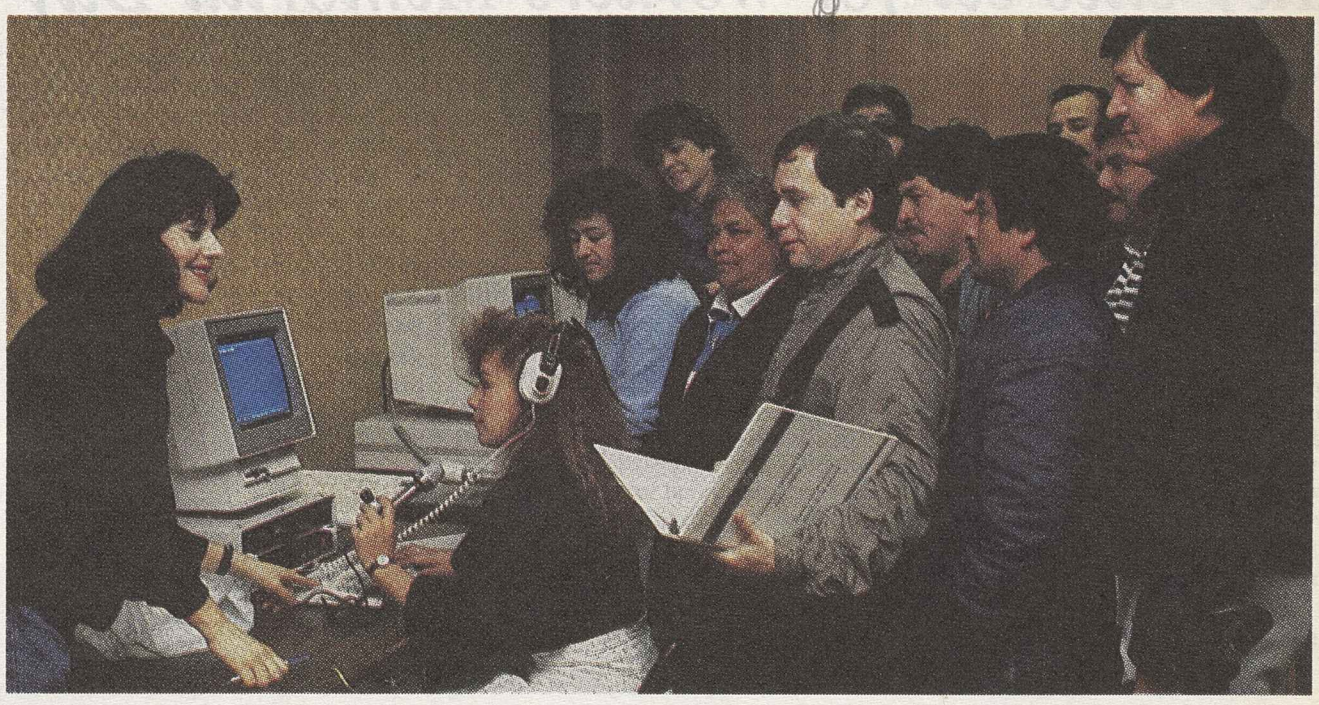
Chart on Page 14

The difference is huge. In 1975, 76 percent of jobless workers received unemployment compensation. By last year, that had dropped to 32 percent.

The unemployment rate averaged 8.5 percent in 1975, which meant that nearly 8 million persons were jobless. But 6 million of them received unemployment compensation. Jobless workers and their families had some income to tide them over hard times. The stores that sold to them were able to stay in business and avoid a ripple effect of layoffs. In 1975, the unemployment compensation system was working as it was intended to do.

But the system wasn't working last year for most people out of work and actively hunting for jobs. Unemployment averaged 5.5 percent in 1988, translating into 6.7 million jobless

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Yvonne Flores, learning center coordinator, gives demonstration of computer programs.

Immigrants hurdle language barrier in Los Angeles labor's study courses

Los Angeles

Thousands of immigrant workers relied on the Labor Immigrant Assistance Project for help in making their way through a maze of requirements to gain permanent resident status. Now those same workers are turning to the project for another kind of help—the means to move out of low-paying, long and sometimes dangerous jobs "to something you can make a living at."

With a $1 million state Education Dept. grant and other funds, the labor project is offering English classes that emphasize workplace needs, U.S. history and government courses, and other assistance to help workers meet the requirements for permanent resident status—the "second stage" of the federal government's amnesty program.

Next to the Los Angeles school system, the AFL-CIO project is the largest provider of English-as-a-second-language courses, with classes held at union halls, schools, churches and community centers and staffed by 45 part-time teachers. More than 3,000 workers are attending classes now, and at least 12,500 are expected to go through labor's program.

But more important, the project also is building a permanent relationship with the Hispanic immigrant community by enabling workers to make choices and help themselves through the California immigrant Workers Association (CIWA).

Los Angeles AFL-CIO Executive Sec.-Treas. William Robertson called CIWA a means of developing good rela-

Continued on Page 13

Takeovers undermine corporate R&D funding

Corporate raids are setting back American industry's investment in research and development, a government study revealed.

The National Science Foundation, whose mission is to spur science and engineering research and education, reported on a survey of 200 major companies that account for nearly 90 percent of R&D spending.

It wanted to know why a decade-long pattern of annual increases in research spending ended in 1986-87, and it found out.

Most of the companies surveyed had increased their R&D budget except for 24 firms that had recently been involved in mergers, leveraged buyouts or restructuring to avoid being taken over by corporate raiders. These financial shenanigans wasted so much of the corporate assets that research and development was cut back 5.3 percent. The cutback was an even bigger 12.8 percent for the eight companies in the group that had taken measures intended to avoid becoming takeover targets.

National Science Foundation Director Erich Bloch warned that a continuation of this trend would seriously reduce the nation's research capability and "would limit our ability to respond to foreign competition."

Workers losers in buyouts

Continued from Page 1

mittee is scrutinizing investment practices of federally insured savings institutions in the funding of takeovers.

Apart from the context of corporate restructuring, the AFL-CIO is continuing to press for tighter curbs on employers who terminate pension funds and pocket the money that is left after buying annuities to cover the cost of pension obligations they have already incurred.

Sometimes the employer starts a new pension plan for his workers after skimming the "surplus" off the previous plan. But not always, AFL-CIO Social Security Director Bert Seidman noted in recent testimony to the Senate Labor Subcommittee. The number who don't has been rising sharply, he stressed.

But worst of all, he said, is when the workers' pension funds are used to help finance job-destroying corporate takeovers. Since 1980, Seidman testified, "employers have appropriated over $1.4 billion from pension plans that were terminated because of corporate mergers and buyouts."

Health risk concerns plague uranium plant

EPA withdraws inspectors, but doesn't warn workers

Fernald, Ohio

Workers at the Feed Materials Production Center, a government uranium processing facility, still had to report to work after learning the Environmental Protection Agency barred its employees from the plant because of the risk of radiation exposure.

The EPA action came after a urine test showed one member of its monitoring team had received an extremely high exposure to uranium. A person would have "had to eat uranium" to get an exposure reading as high as the one reported for the EPA employee, a Westinghouse official told David Day, president of the Fernald Atomic Trades & Labor Council. Westinghouse runs the facility for the federal Dept. of Energy.

"The workers can't understand why the government isn't letting its employees in, while requiring our members to be there," said Cincinnati AFL-CIO Sec.-Treas. V. Daniel Radford. "We have been attempting to convince our elected officials and DOE that at the very least, these workers should be offered outside medical and exposure monitoring."

Radford pointed out that the government tests water, plants and animals, but "there is nothing for these workers." The DOE plans to close the Fernald facility in 1992, Radford said, and these workers "will face unemployment with no health insurance, no retraining, and the possibility that employers won't hire them because they may have future health problems."

Day said he suspects there was "a mistake in the sampling. I haven't seen any type of material in the nonprocessing area that would cause that type of exposure. But we have been surprised before." The EPA team worked at the plant in December and did not enter the processing areas, he said.

There "definitely is a problem with one of the labs," Day said, noting that the EPA worker was tested at an independent lab, not by the one on-site operated by Westinghouse. "I hope the problem is with the one offsite," Day said. "If the on-site lab has been wrong, we have a problem. It scares me."

"The Occupational Safety & Health Administration has no power here," Day said. DOE is self-policing in that it investigates the health and safety complaints of workers at its nuclear facilities.

For the past five years, the facility has been at the center of controversy of slipshod safety practices. DOE admitted in court papers that nearly 150 tons of uranium had been discharged into the air since 1951 and some 900,000 cubic yards of radioactive and toxic wastes have been disposed of in pits at the site, which is above a major aquifer. The plant is the subject of a $300 million suit filed on behalf of some 14,000 Fernald residents who live near or work at the plant and contend their health has been threatened by the discharges.

Fernald workers struck the DOE facility last Oct. 7 after failing to get a new contract. Safety at the plant was a key issue in bargaining, as the 14 unions in the council fought back management demands for reduced benefits, medical co-payments and a proposal to eliminate 400 grievances by paying each worker $150.

More than 75 of the grievances were related to safety, Day said. Also at issue was the massive cleanup needed at the facility. To date, Day said, nothing has occurred. He said questions remain at DOE on how to do it the safest and cheapest way.

Another big concern among the workers is asbestos, Day said. The buildings at the plant are made of an asbestos-laden material that is flaking. Often, contractors working at the plant cut through the material without knowing what is releasing asbestos to the air, he said.

Key sites set for Workers Memorial Day

The AFL-CIO's national observance of Workers Memorial Day will focus on six communities where jobsite tragedies have killed or injured workers.

The Apr. 28 events will be augmented by union-sponsored activities in communities across the nation designed to remember the victims of occupational accidents and to spur action for tougher laws and enforcement.

Potential activities include a moment of silence and the reading of the names of workers killed on the job, wearing of black armbands, tying ribbons on vehicles, candlelight vigils, memorial services, rallies, marches and governmental proclamations.

The federation named six sites where special events are being planned to commemorate workplace catastrophes that have occurred there. The prime sites chosen thus far are:

- **Bridgeport, Conn.,** where 28 union workers were killed in the collapse of building being constructed by the lift-slab method.
- **Kansas City** where six Fire Fighters died when two trailers at a construction site exploded. They were loaded with 23 tons of ammonium nitrate.
- **Henderson, Nev.,** where more than 40 Steelworkers were among some 250 persons injured in a mammoth blast that leveled the Pacific Engineering Co. plant, which produced an oxidizer used in rocket fuel. The event will be commemorated in Las Vegas.
- **Cincinnati** where workers at the Dept. of Energy's nuclear fuel processing plant daily face the possibility of exposure to radioactive materials. Nearly 150 tons of radioactive materials at the Fernald Feed Materials Processing Center have been discharged to the air since 1951.
- **Omaha, Neb.,** where workers in the meatpacking industry have some of the highest injury rates for all classifications of work.
- **Houston** where fires and explosions at oil refineries and drilling platforms along the Gulf coast have killed and injured many workers.

More information on Workers' Memorial Day materials can be obtained from Peg Seminario or Diane Factor at the AFL-CIO at 202-637-5210.

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UNION NEWS

Union financial moves push IP to mend ways

Boston

Ironworkers Local 7 has withdrawn $4.8 million from the Bank of Boston in support of the Paperworkers' struggle against International Paper, an effort that has drawn strong support from many New England area unions.

Part of UPIU's campaign is aimed at Donald McHenry, a member of IP's board of directors who also sits on the Bank of Boston's board. The UPIU has pointed out that McHenry, as a representative of the bank, has helped direct IP's brutal labor policies that have brought hardship to workers at mills in Jay, Me., Lock Haven, Pa., De Pere, Wis., and Mobile, Ala. McHenry is a former U.S. Ambassador to the United Nations.

In mid-1987, some 3,500 UPIU members at four IP mills were locked out of their jobs or struck the company. After IP operated 16 months with scabs, the strike was settled. But the giant papermaker has recalled only a portion of its union workers back to their jobs which are now held by scabs.

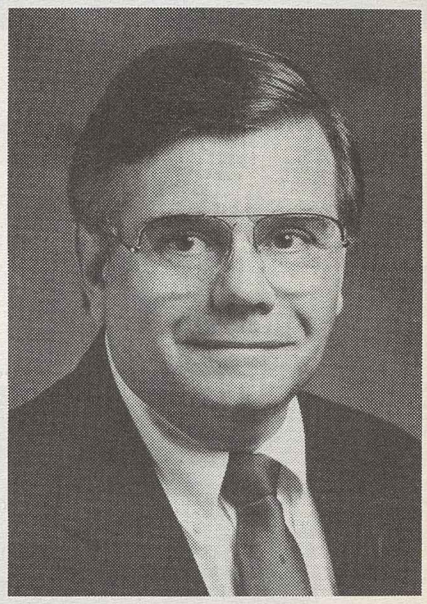
In ads, the UPIU declared, "Bank of Boston and IP represent a coalition that has declared war on the public. Together, they are using their collective economic and political power to tear apart communities and destroy the lives of workers who have given up to 40 years of service."

Besides Iron Workers Local 7, other unions that have closed their accounts at the bank or have endorsed the corporate campaign include: Greater Boston Newspaper Guild, AFSCME Local 1368, Communications Workers Local 1365, AFSCME Council 93, Service Employees eastern regional office, Machinists District 91, Painters District Council 35, Boston Building Trades Council, Auto Workers Region 9A, Oil, Chemical & Atomic Workers District 8, Steelworkers District 1 and Local 2431, and New England Health Care Employees Union District 1199.

In addition, many local unions have advised their members to demonstrate their concern about the bank's association with IP board member McHenry.

Machinists elect Kourpias to succeed Winpisinger

George J. Kourpias, a vice president of the Machinists since 1983, has been elected to a four-year term as president of the IAM to succeed William W. Winpisinger who will retire June 30. Incumbent Sec.-Treas. Tom Ducy was returned to office for a new term.



George J. Kourpias

Under the union's constitution, candidates for national office must be endorsed by at least 25 locals. Kourpias received the backing of 583 locals in the United States and Canada.

Three other IAM members each received the nomination of one local union.

Ducy was unopposed for re-election, receiving the nomination of 582 locals. Two IAM international representatives —Edgar M. House of Dallas and Larry Downing of Coffeyville, Kan.—were nominated without opposition as vice presidents.

Kourpias, 56, has served as chief of staff at IAM headquarters since 1983. He began his union career as a machinist at Wincharger Corp. in Sioux City, Iowa, in 1952. He held several posts in IAM Local 1637 and in the Woodbury, Iowa, AFL-CIO before being elected secretary and then president of IAM's Iowa State Council and vice president of the Iowa AFL-CIO.

In 1956, he was elected president of IAM District 162 and held the post until being appointed an international representative in 1964.

He worked with the union's Older Workers & Retired Members program and for more than a decade served as a board member of the National Council of Senior Citizens.

Kourpias was on the executive committee of the union's Non-partisan Political League, and remains active in politics at all levels.

Incumbent vice presidents returned to office are: Roe Spencer of Dallas, John Peterpaul and George Poulin of Washington, Justin Ostro of Oakland, Calif., Merle Pryor Jr. of Chicago, Val Bourgeois of Ottawa, Ont., and Don Wharton of Cleveland.

Winpisinger, 64, has been IAM president and an AFL-CIO vice president since 1977. He started his career as an auto mechanic in Cleveland. After serving as shop steward and president of Local 1363, he was appointed to IAM's national field staff. In 1965, he was named National Automotive Coordinator and then elected a vice president two years later.

Court asked to block start of new Davis-Bacon rules

Building trades unions will ask a federal court to block the Labor Dept.'s renewed attempt to allow contractors to use lower-paid helpers to replace journeymen, apprentices and trained laborers on federal construction covered by the Davis-Bacon Act.

Since early in the Reagan Administration, the department has been trying to rewrite prevailing wage regulations to allow contractors to hire less skilled workers at subpar pay. But it has had to pare back some of its proposals to meet legal challenges by the AFL-CIO Building & Construction Trades Dept.

Still in effect is an injunction barring the Labor Dept. from allowing increased use of helpers in localities where that is not the prevailing practice. Before it can put its new helper regulation in effect, the Labor Dept. will have to convince District Court Judge Harold H. Greene to lift his injunction. Unions contend the regulation still doesn't meet the prevailing practice test.

A helper is defined in the regulation as a "semi-skilled worker" who is supervised by a journeyman.

The regulation adopted by the Labor Dept. had been put out for comment last year, and the building trades at the time said it was fatally flawed because it would allow changes not based on an actual hands-on survey to determine existing patterns. Also, the BCTD protested, it "simply ignores" the laborer classification in determining prevailing practices.

Withholding data ruled proof of bad faith

Mack Trucks management bargained in bad faith when it refused to give the Auto Workers the data it used to justify closing down a Pennsylvania plant and building a new facility elsewhere, a National Labor Relations Board administrative judge ruled.

The company told its workers in Allentown, Pa., that the decision to close its plant and relocate in South Carolina was based on studies that it had commissioned on the cost of modernization.

But when pressed by the union, it refused to provide details to back up its assertion.

UAW Sec.-Treas. Bill Casstevens, director of the union's Mack Truck Dept., welcomed the NLRB action as affirming the right of workers "to receive information about corporation decisions affecting their jobs."

California group kicks off telecommunications talks

Santa Monica, Calif.

The Communications Workers began bargaining with General Telephone & Electric Corp. West/CA in late January for a new contract covering 16,000 workers in California. The bargaining is the first major round of negotiations the union will have this year for some 550,000 members in the telecommunications industry.

Citing the company's overall profitability, CWA President Morton Bahr said the union "fully expects to negotiate a new contract that will expand and improve on our current level of wages, benefits and rights on the job." The existing contract with GTE expires on Mar. 4.

Keep voluntary curbs, steel asks

Stability without inflation justifies extension of restraints

Union and industry leaders told President Bush that import restraints on specialty steel products should be renewed because they have stabilized employment without increasing prices.

At stake is a $5 billion-a-year industry employing 35,000 skilled workers, Steelworkers President Lynn R. Williams and industry association Chairman Richard P. Simmons wrote in a letter to Bush.

The industry once comprised more than 60,000 workers who produced stainless steel and alloy tool products for consumer, industrial and defense markets. But it faced near extinction as imports from nations with heavily subsidized steel industries gobbled up a growing share of the U.S. market.

So grim was the crisis that in 1983 the Reagan Administration accepted the finding of the U.S. International Trade Commission that imports had caused serious damage to domestic industry.

The tariff adjustments and Voluntary Restraint Agreements negotiated with 19 countries and the European Economic Community provided the breathing spell. But the import relief will expire Sept. 30 and the union-industry coalition is pressing Bush for a five-year renewal of the program.

Legislation authorizing an extension of import restraints has been introduced in both the House and Senate.

Williams and Simmons, who is also chairman of Allegheny Ludlum Corp., asked Bush for a meeting to discuss the renewal. They noted the President's past expressions of support for the program.

At a meeting of the congressional Steel Caucus, Williams acknowledged that the specialty steel industry is again profitable and that demand for its products is high. But he warned that worldwide steel capacity is "far in excess of demand" and that lifting of restraints would mean a resurgence of imports.

Under the shield of the temporary import relief, he and Simmons noted, utilization of the U.S. specialty steel capacity rose from 41 percent in 1982, before imports were restricted, to 71 percent in 1987.

Productivity increased dramatically with the worker hours needed to produce a ton of steel down by 29 percent. Increased sales were accompanied by increased dollars for new technology, research and development.

Besides asking a renewal of existing VRAs, the union-industry group has asked that import restraints also be put into effect with several steel-producing nations not now participating.

FOCUS

FAMILY NEEDS

Unpaid leave time

In the real world, babies are born and mothers must take a few weeks off before going back to work. A fellow worker has a serious operation and needs time to recuperate. A child is restlessly confined to a cast after a bad accident, and a working parent tries to cope.

Some employers are understanding and accommodating. Some aren't. Maybe a worker who has had to take time off will have a job to come back to. Maybe not.

These are the real life problems addressed by the Family & Medical Leave bills that have been introduced by 141 House members from both parties and 21 Senators.

The virtually cost-free legislation is supported by as wide a coalition as Congress has seen for many a year—some 150 organizations strong.

Besides the longstanding alliance of the union, civil rights and women's organizations and the social justice arms of the religious community, the supporters who filled House and Senate hearing rooms to overflow earlier this month included representatives of groups as diverse as the American Bar Association, the National Parent-Teachers Association and the Federation of Business & Professional Women.

The legislation they came to endorse is a modest measure that involves no government expenditures. It merely gives employees at mid-size and larger firms the right to take up to 10 weeks off without pay after the birth or adoption of a child, or during the serious illness of a child or elderly parent, without losing their jobs. For an employee's own serious illness, the leave-without-pay allowance is 13 weeks in the Senate bill, 15 in the House version.

The only direct cost to employers would be continuation of any health insurance the firm provides. Sen. Christopher J. Dodd (D-Conn.), a principal sponsor, put the employer cost at less than two cents a day for each covered worker.

The Chamber of Commerce, insisting that its opposition is based on principle more than pennies, protested that "parental leave will not decree good parenting," a statement that is as irrefutable as it is irrelevant. The Chamber also voiced alarm that the

Video available, details Page 15

"international competitiveness" of the United States will somehow be impaired—despite the fact that major U.S. trading partners provide paid leave time.

Service Employees President John J. Sweeney scoffed at the objections and at claims that legislation isn't needed because most employers already have generous leave policies for their workers.

Not so, he retorted. "Most service workers don't get the 10 weeks of unpaid leave this bill would provide. Less than a third of clerical workers, who are overwhelmingly female, get any family leave."

AFSCME President Gerald W. McEntee spoke from the vantage point of a constituency that has had substantial experience with family leave.

"Parental leave is clearly a fact of life in the public sector," he testified on behalf of the AFL-CIO. An AFSCME survey of 85 agreements covering 755,000 state and local government workers found that 635,000 of the workers were covered by agreements providing six months or more of maternity or parental leave—substantially more than the federal legislation proposes.

Government employers have found that a pro-family policy is not a high cost item, he testified. No worker should "be forced to choose between job and family."

The House Education & Labor Committee and the Senate Labor & Human Resources Committee approved similar bills in the last Congress, so the groundwork has been done.

Both Dodd, the chairman of the Children and Family Subcommittee, and Sen. Edward M. Kennedy (D-Mass.), who heads the full Labor Committee, are optimistic.

Last year's bill, brought to the floor late in the session, "was mugged in the Senate by an election-eve filibuster," Kennedy noted. "But that was then and this is now."

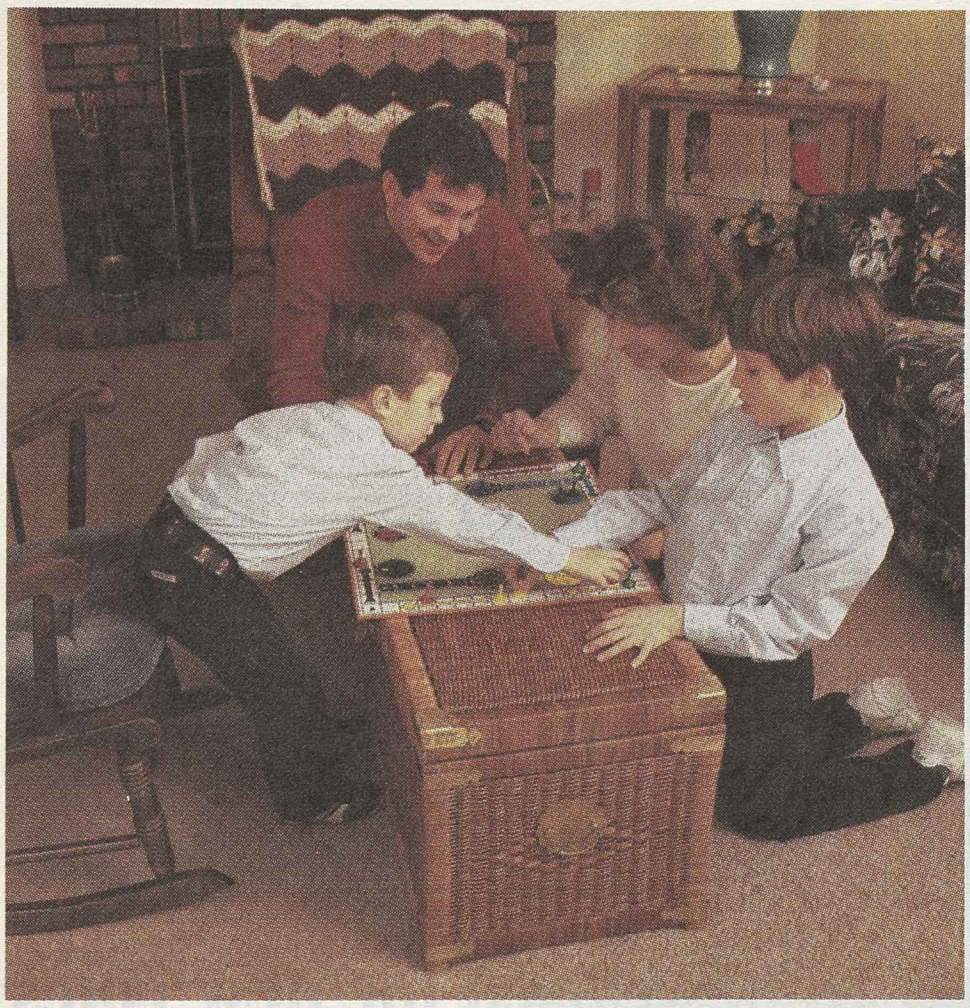
Rep. William L. Clay (D-Mo.), head of the House Labor-Management Subcommittee, joined in the news conference along with two Democratic and two Republican House colleagues who are co-sponsors of the bill. It will come out of committee with a strong bipartisan endorsement, he predicted.

President Bush is on record that "something" should be done for workers who need time off to meet urgent family responsibilities. But the Bush Administration has not yet said what that "something" should be.



''Quite frankly, if we can't get protection as simple and reasonable as this, America's families don't stand a chance when it comes to taking on the truly tough issues.''

—JOHN J. SWEENEY
SEIU President





Beverly Wilkenson of Atlanta tells the House committee that she was denied her job back after taking pregnancy leave for the birth of her son.

Family-Medical Leave Act facts

As the role of women in the work force expands, American family life is changing radically.

- Today, in most American families, both parents work.
- 7 percent of women with children under 3 years old are in the work force.
- Almost half of all mothers with children under the age of 1 work outside the home.
- One out of every four families is headed by a single parent.
- In most cases, mothers work because of economic necessity.
- With longer life expectancy, and the proportion of senior citizens in the population expanding, many workers must care for their parents, as well as their children.

Despite these changes in the work force, American businesses have been slow to adapt and unlike most other industrial countries, the United States does not have any national leave policy to enable workers, male or female, to have time off to attend to their families' needs. Today, faced with an illness in the family or a new child, American workers are often forced to make an intolerable choice between financial security or family welfare.

To assure that employers adjust to the needs of American workers and their families, a bill pending in Congress, the Family & Medical Leave Act, would provide time off for parents to care for newborn or adopted children and for family medical emergencies.

Despite a dramatic increase in the number of recently negotiated family leave provisions in union contracts, only 36 percent of collective bargaining agreements currently provide for an extended maternity leave.

Company policies vary greatly. Many totally ignore the father's role and even when allowing time off for a mother, provide no guarantee that a job will be available when she returns.

In fact, even of the largest 1,500 companies, only half offer job-protected unpaid leave to new mothers. Only one-third of small businesses have unpaid leave policies. Less than two in five large companies offer unpaid leave to new fathers, and 62 percent of company executives said that they thought it was ''inappropriate'' for paternal leave to be taken.

The same policy gap exists for workers who require time off because of their own or a family member's serious health problem. Such time off can cost a worker his or her job.

To remedy this, the AFL-CIO has joined other groups to work on legislation which would provide a comprehensive minimum leave standard.

Legislation to establish a national leave policy of job-protected, unpaid time off for public- and private-sector workers was filibustered to death last year and was re-introduced early in the 101st Congress with bipartisan support in both the House and Senate.

In the House bill, employers with 50 or more employees for the first three years after enactment, and 35 employees thereafter, will be required to provide unpaid parental and medical leave to their employees. In the Senate bill, employers with 20 or more workers are covered.

In both bills, an employee may take up to 10 weeks of unpaid leave over a 24-month period upon the birth or adoption of a child or upon the serious illness of a child or parent. Non-postal federal workers are entitled to 18 weeks of leave in the House bill and 10 weeks in the Senate bill.

In the House bill, an employee may take up to 15 weeks of unpaid leave over a one-year period when seriously ill; in the Senate bill, the number of weeks is 13. The House bill would give up to 26 weeks to non-postal federal workers and the Senate bill would give 13.

Employees would have to be employed for one year and work at least half-time to be covered. They would have the right to the same or equivalent position on their return and the continuation of pre-existing health benefits during the leave.

Employees must provide reasonable notice of leave and, when possible, schedule leave to accommodate the employer.

A study will be completed within two years to examine the impact of family and medical leave on small employers.

Opponents assert that there are already voluntary, flexible and comprehensive benefit systems in the private sector. This is true of a few large businesses, but not for the majority of small businesses where large numbers of women workers are now concentrated. Although 43 percent of their work force is female, small companies are least likely to provide employee benefits such as sick leave, pension coverage, health insurance, disability or parental leave. Moreover, many companies discourage or even prohibit fathers from taking leaves to care for their families.

Comparing Industrial Nations On Family and Medical Leave

Country	Total Leave	Job Security	Paid Leave	Recipient
Canada	37 weeks	Yes	60% of pay/15 weeks	Mother
Italy	48 weeks	Yes	80% of pay/22 weeks	Mother
W. Germany	26 weeks	Yes	100% of pay/14-18 weeks	Mother
Sweden	52 weeks	Yes	90% of pay/38 weeks	Mother or father
Finland	35 weeks	Yes	100% of pay/35 weeks	Mother or father
Austria	52 weeks	Yes	100% of pay/20 weeks	Mother
Chile	18 weeks	Yes	100% of pay/18 weeks	Unspecified
United States	—	—	—	—

SOURCE: Congressional Caucus for Women's Issues

Job Safety

OSHA found not to pre-empt criminal law

Union members welcomed an Illinois Supreme Court ruling that employers who willfully cause injury, illness or death to their employees can be prosecuted under the state's criminal laws. The court found that the state's criminal laws are not preempted by the federal job safety law.

The decision clears the way for prosecution of five factory officials on multiple counts of knowingly causing injury to workers.

The ruling overturns two lower court decisions that held that the Occupational Safety & Health Act preempts the state's charges of aggravated battery that were filed against Chicago Magnet Wire Co. and five of its executives.

The charges allege the company and its executives exposed 42 employees to toxic substances with "the conscious awareness that a substantial probability existed that their acts would cause great bodily harm" to the workers. The grand jury indictments in June 1985 said workers were exposed to chemicals that could cause respiratory and liver damage. The defendants were also charged with multiple counts of reckless conduct and conspiracy with the intent to commit aggravated battery. The firm uses toxic materials in its wire coating process.

AFL-CIO safety director Peg Seminario said the ruling will "send a message to employers across the nation that they will be held accountable for willful and negligent actions that end in death, injury or illness of workers." Prosecutors in New York, California and other states had filed amicus briefs in the case, as had the AFL-CIO, supporting the State of Illinois's position.

The ruling will play a crucial role in another case that had been pending in an Illinois appellate court. It involved the 1983 criminal convictions of three executives of Film Recovery Systems who were found guilty of murder in the death of a worker exposed to cyanide. Cook County, Ill., State's Attorney Richard M. Daley said he would again try to extradite the former Film Recovery president from Utah.

In New York, Brooklyn District Attorney Elizabeth Holtzman said her office will bring the Chicago Magnet Wire decision to the attention of a New York State appellate court which is considering the same issue in regard to criminal charges filed against the owners of Pymm Thermometer Co., whose workers suffered from varying levels of mercury poisoning.

At issue was whether the state's criminal laws were preempted when they were applied to working conditions regulated by OSHA.

The high court ruling in Illinois pointed out that "even for willful violations of OSHA standards which result in an employee's death an employer can be sentenced only to a maximum six months' imprisonment. There is no penalty for conduct which causes serious injury to workers.

"...Under these circumstances, it is totally unreasonable to conclude that Congress intended that OSHA's penalties would be the only sanctions available for wrongful conduct which threatens or results in serious physical injury or death to workers," Justice Daniel P. Ward wrote for the court.

While hailing the potential impact of the ruling, Seminario stressed "that criminal prosecution of employers isn't a substitute for enforcement of the federal job safety law, but it can back up the OSHA program in truly egregious cases."

The state action is all the more important, she said, since the federal government has not been agressive in its criminal prosecution of willful violators of the nation's job safety laws. This court case has "brought to light numerous instances of criminal activity by employers. These prosecutions have done more to get the attention of employers than any other by the government in the past few years."

Meanwhile, more than 50 employees at Chicago Magnet Wire, who are represented by the unaffiliated Combined Workers Local 704, have filed civil suits seeking damages and claims for workers' compensation.



Sing it out

This spirited informational picket line in Woodbury, N.J., helped end management stalling on a new contract for employees of the Gloucester County Social Services Board. Members of Communications Workers Local 1085, sang their own union version of the song, "Don't Worry, Be Happy." The union members worked six months without a contract, but backed up their bargaining committee with frequent demonstrations of support. In the end, they won the pay and benefit increases they sought, including a new category of "personal growth and enrichment" leave.

Appellate court asked to review OSHA standard on toxic chemicals

The AFL-CIO petitioned the U.S. Court of Appeals for the District of Columbia Circuit to review an Occupational Safety & Health Administration standard that revises the worker exposure limits for more than 400 chemicals.

When the rule was issued in mid-January, the federation charged that it fell far short of adequately protecting workers from toxic exposures, as many of the new limits were based on recommendations from the industry-influenced American Conference of Governmental Industrial Hygienists.

The AFL-CIO noted that millions of workers in the construction, maritime and agricultural industries are not protected by the standard. Requirements for medical surveillance and exposure monitoring were not included in the rule, which will allow employers to delay installing engineering controls to cut worker exposure until 1992.

Hopes raised for new rules on AIDS risk in health jobs

Health care unions are still waiting for a proposed federal standard to protect their members against AIDS and other blood-borne diseases. Former Labor Sec. Ann McLaughlin had told an AIDS conference sponsored by the Depts. of Labor and Health & Human Services in January that a proposal would be issued by February.

The Labor Dept.'s Occupational Safety & Health Administration could only offer up a draft proposal to those health care workers and policy makers at the conference because the White House Office of Management & Budget and OSHA were not yet in agreement on the scope of the regulation and the size of the paperwork burden.

The draft proposal calls for employers to develop safety programs that treat all blood and bodily fluids as if they were infected and that all programs include the use of safety equipment, worker training and other precautions.

Service Employees President John J. Sweeney, who spoke at the conference, welcomed the progress on the standard and stressed that it should become a final rule within one year at the latest. OSHA must "move expeditiously to conclude a permanent safety standard covering infectious diseases to protect workers whose jobs expose them to blood and blood-containing bodily fluids," Sweeney said.

He chided OMB for delaying the rule. "We cannot accept further interference and delay from the Office of Management & Budget in the rulemaking process. The final standard should be in place at the very latest by one year from this conference," he said.

He also urged the agency to require free hepatitis B vaccines "right now. We know that before a final rule goes into effect, hundreds of workers will needlessly die from hepatitis B because this vaccine is not sufficiently in use."

AFSCME President Gerald W. McEntee stressed that the cost of prevention is low and can be borne by employers and society as a whole. Otherwise workers will be the ones to pay in contracted illness and death.

AFSCME has asked OSHA to begin rulemaking for other potentially deadly diseases which are not necessarily transmitted through the blood. The union called for amending the federal hazard communication standard to include communicable diseases.

SEIU, AFSCME and the Teachers had petitioned the federal job safety agency for an emergency standard on blood-borne infectious diseases, but OSHA refused. The unions pointed to a rise in the number of health care workers being infected by AIDS and in the cases of hepatitis B, which infects 15,000 health care workers annually, requiring lengthy hospitalization for 600 and killing 200 others.

Airline mechanics protest foreign repair policy

Some 250 Machinists held a rally on Capitol Hill and lobbied for legislation to require the Federal Aviation Administration to restore its rule on foreign repair of U.S. commercial aircraft.

The FAA last December dumped its limits on the amount of repairs that can be made to domestically flown airliners, opening a Pandora's box that will harm thousands of U.S. jobs and undercut airline safety, the IAM charged.

The FAA revised rule will allow foreign repair stations to provide maintenance, repair and overhaul of aircraft and manufacture of aircraft parts.

The union pointed to the crash of a charter plane in 1986 that killed more than 200 U.S. servicemen. The plane had been repaired with illegally installed foreign-made parts.

UNION YES

"Our unions help make sure that, no matter what the job, the person doing it is treated with dignity and respect."

—Edward James Olmos

Labor's Communications Campaign: The Second Year

Pro-union sentiment. Pride. A boost to organizing. A modern image.

These were among the goals when delegates to the 1987 AFL-CIO Convention gave the mandate to the Labor Institute of Public Affairs (LIPA) to develop an unprecedented two-year, $13 million communications campaign. Now, with a highly successful 1988 campaign launch achieved, the American labor movement is poised for Union YES 89.

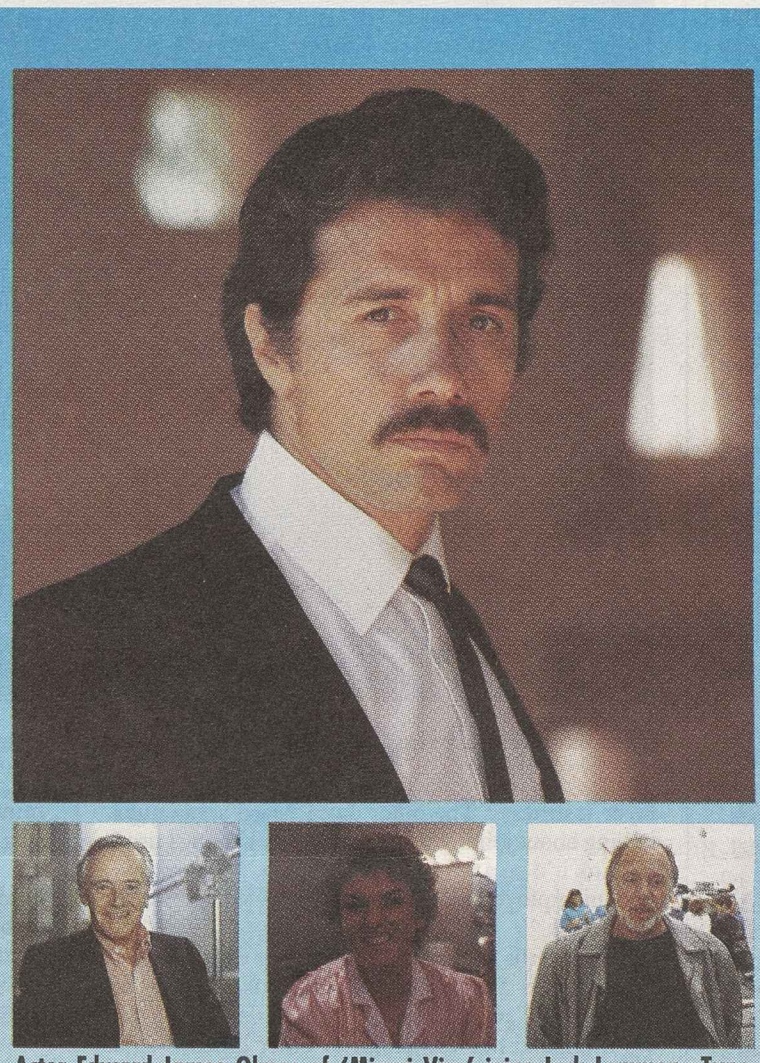
Two network flights

The second year of Union YES is to be anchored on two national network television "flights." A similar pattern in 1988 saw messages delivered by celebrity union members Jack Lemmon, Tyne Daly, and Howard Hesseman.

A national Gallup Poll reported that after the first Union YES run in the spring of '88, some 39 percent of all adults, or 70 million people, recalled the Union YES spots. Other surveys indicated that awareness continued to rise significantly following the return of Union YES to the network airwaves during the Olympics and the World Series.

"The public now knows more about what unions stand for," says AFSCME President Gerald McEntee, chairman of the AFL-CIO Executive Council's public relations committee. "The high impact of network television is vital but none of our unions alone could have undertaken a campaign of this scope," McEntee said. " The great thing about it is that unions such as AFSCME which have a tradition of using paid media, now have an even greater platform from which to launch our own individual efforts."

This year's Union YES network flights will be in the spring (April 23-May 3) and the fall (tentatively, mid-September to mid-October).



Actor Edward James Olmos of 'Miami Vice' joins Jack Lemmon, Tyne Daly, and Howard Hesseman as AFL-CIO spokesperson.

New spots feature Edward James Olmos

Edward James Olmos will provide a personal pro-union testimonial in a new English-language television spot and in the first-ever nationwide Spanish Union YES campaign this fall.

Olmos, whose portrayal of Lt. Castillo on "Miami Vice" won him an Emmy Award, is equally admired by both English and Spanish speaking audiences. His extraordinary performance as inner-city math teacher Jaime Escalante in the motion picture "Stand and Deliver" earned Olmos an Oscar nomination as best actor.

Earlier this year Olmos recorded the first-ever Union YES celebrity radio commercial for a UAW campaign aimed at supporting striking jai alai players.

1989 orientation video

A new "Union YES '89" videotape illustrates the information contained in this supplement, and is available to those considering how they might best use the campaign for their own goals.

The videotape is the centerpiece of the 1989 Union YES advertising kit, which may be ordered by 800 number (1-800-242-UNION), mail-in coupon, or by contacting LIPA directly.

Planning for Labor Day

Labor Day will come approximately two weeks before the fall national TV ads begin.

The most intensive period for local Union YES advertising in 1988 came in September, when many labor bodies began their campaigns on or around Labor Day, and continued straight through the Olympics TV buy.

This fall's plans include the premiere of Union YES spots nationwide on the two principal Spanish-language TV networks, featuring Olmos. Olmos will also appear in English language ads.

"Those unions with significant Hispanic membership, and those seeking to organize in the community should consider their own customized 'Union di que SI' campaigns," notes Jack Otero, vice president of the TCU and President of the Labor Council for Latin American Advancement.

Workers Memorial Day

The timing of the spring buy in late April and early May coincides with highly-rated viewing periods within the TV industry. Spots appear on such primetime favorites as Cosby, and 60 Minutes, as well as sports events and daytime shows. It also marks the launch of another AFL-CIO effort—the first-ever U.S. observance of Workers Memorial Day on April 28. Many councils and local unions are planning events and remembrances for those injured or killed by job-related hazards.

LIPA can supply prototype radio scripts for those groups seeking to tie their local April 28th events to the Union YES campaign.

Targeted local campaigns

As in 1988, this year's TV campaign creates a backdrop for unions and councils to develop targeted campaigns. Materials have been created to make customization easy.

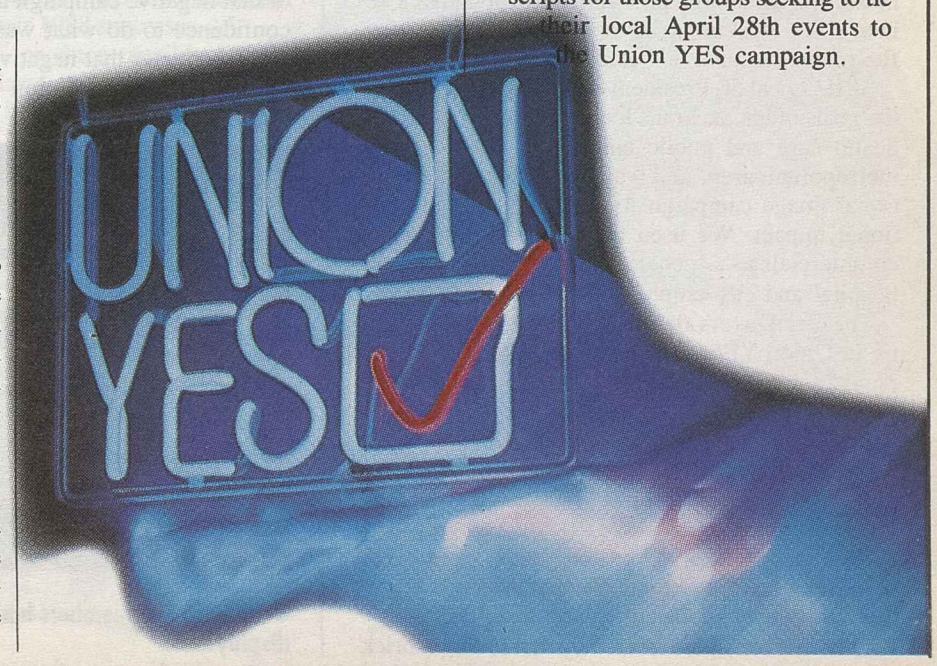
"Our union is not a first-time user of media," states UFCW Local 1357 President Wendell Young, "but any union local, large or small, would find that this campaign is very easy to use."

Radio and billboards proved to be the most influential tools for local Union YES campaigns in 1988, and will continue to be featured in the 1989 campaign. In addition to purchasing of paid media, trade unionists built local Union YES identity campaigns by incorporating the trademark in materials they use in everyday union work. For example, locals used the Union YES logo sheet to create more than one million buttons seen around the country.

New Union YES tools

In 1989, in addition to existing radio and billboards, the campaign will for the first time offer customized local Union YES television advertisements, Union YES bus advertisements, a new neon sign, and a much-expanded array of apparel, objects, and "personal media" like buttons, pins, and stickers.

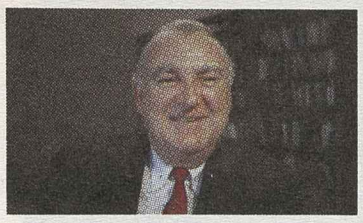
Trade unionists can use this material for a variety of goals to increase the visibility of labor in a locality, to tackle tough legislative, bargaining, or labor-action issues. All of those goals were pursued in 1988.





''Union' and 'yes' are my two favorite words in the English language.''

—Kris Rondeau



''Mass media never told labor's story, so now we're turning that around.''

—Robert Healey

Union YES Across America

At the end of May 1988, motorists crossing the Mississippi River between the Quad Cities of Iowa and Illinois spotted sign painters completing a billboard: ''Welcome to Iowa. America Works Best When We Say Union YES.''

A month later, people in the small Kentucky town of Berea began hearing a barrage of new radio spots. Workers at Parker Seal Corp. had taken to the airwaves to urge fellow workers to keep the union they'd had for 32 years, and to vote no on the company's decertification effort.

In 1988, the AFL-CIO's Union YES campaign hit home in America. The billboards and radio in Iowa and Kentucky were not isolated examples. What began as a highly visible network television campaign in May 1988 was widely adapted in local communities and unions across America. The goals of these customized campaigns, developed at the state and local levels, fell into three broad categories: positive visibility, issue shaping, organizing.

On the air for positive visibility

''Mass media never told labor's story, so now we're turning that around,'' said Robert Healey, president of the Chicago Federation of Labor. ''Every September, the ordinary person in Chicago would turn on the radio or open the newspaper and see headlines about school strikes and picket lines. This Labor Day, we were on the air with upbeat, positive Union YES radio spots, giving people an accurate sense of what the CFL and our unions do, and it's about time.''

Correcting a distorted image of labor was a top priority of unions in the right-to-work state of Virginia. Virginia State Federation President David Laws appointed a Union YES committee to plan a long-term campaign. State AFL-CIO Secretary Treasurer Dan LeBlanc elaborated, ''Labor has been given a bad reputation in this state, so we have quite a challenge, and media is the best way to beat it. We want to reach the kids along with the adults, and that means we have to get onto TV and radio, the same as every one else. Our people are energized, they feel great about their unions.''

TV to reach the most people

Although most labor unions have found Union YES radio, billboards and print materials to be the most affordable publicity for their needs, some local campaigns in 1988 seemed to require the wide reach and stronger impact of local television advertising. LIPA developed a low-cost TV adaptation that featured a union's seal along with the Union YES music and animation, providing just enough of a tie-in to allow local union advertisers to reap the benefits of the national TV campaign.

SEIU Local 50 President Bill Stodghill described the goals of his St. Louis local: ''We were targeting health care and public employees in the greater metropolitan area, and wanted to augment the national image campaign for consistency and additional impact. We used the national Union YES commercials as a 'generic' format, but substituted hospital and city employees,'' Stodghill said.

The Bricklayers designed a national strategy to tie in Union YES materials with all its organizing plans in the U.S. and Canada. ''The Reagan years were economically bleak for many members of our union. Now there were some jobs available, and we wanted to restore the pride and visibility in our union,'' described John Flynn, executive vice-president of the union.''We designed a media program that includes television, radio spots, and newspaper ads to recruit non-union bricklayers with the message of job security and benefits.''

In one of two spots created by that union, a bricklayer testifies, ''The other day I heard some guys talking about joining the Bricklayer's Union. I used to think it'd be a waste of time to join. But now that I'm unemployed again, I really know what a waste of time is.''



Billboards were part of a 'Union YES' campaign designed to recruit members in a Springfield, Ill., clerical unit.

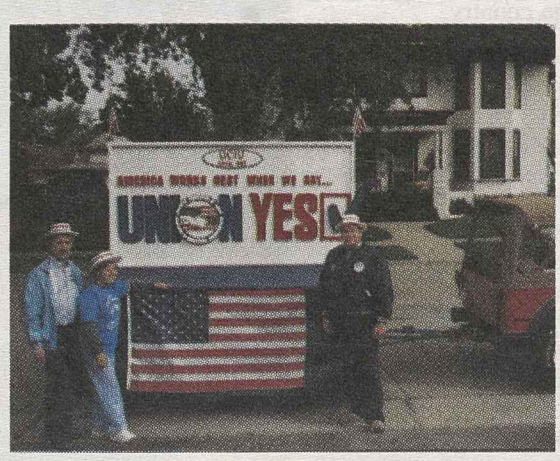
''Our media campaign exceeded our expectations. We had over 500 responses to our ads, and signed up over 300 people and 14 contractors. Next year we'll expand our campaign to other cities,'' said Flynn.

The Harvard victory

Harvard clerical workers affiliated with AFSCME were nearing the end of a grueling, three-year organizing drive in May of 1988 when the national Union YES television campaign began. ''We decided to buy additional TV time for the national commercials in the Boston area to assist the Harvard organizing effort,'' explained AFSCME President Gerald McEntee.

''It is our job as unionists to be better than the boss at communicating,'' AFSCME organizer Kris Rondeau emphasized. ''During our organizing drive, Harvard had conducted such an intense anti-union campaign that many of the clericals were appalled. Others were so worn down by the pressure of that negative campaign that they were losing the confidence to do what was right.''

''To counter that negative campaign, committee members recorded Union YES radio spots which reinforced our sense of confidence and self-image as a union. More importantly, our message helped create an atmosphere in which a 'yes' vote for the union was a positive and safe choice,'' Rondeau concluded. High visibility and confidence are crucial in the last stages of an organizing campaign. AFSCME won the election by 44 votes in a unit of 3,700.



GCIU Local 382 members hand-carved their Labor Day display.

A grassroots campaign

That same positive strategy worked in a decertification election in rural Berea, Ky., where members of a Firemen & Oilers Local successfully confronted their employer's negative campaign at Parker Seal Corporation.

''The first impulse of our members was to respond to the company's charges point-by-point,'' said Firemen and Oilers President James L. Walker. ''Instead we came back with a confident and upbeat message by customizing the Union YES radio spots with our themes recorded by our local union president. When the spots came on the radio our people would turn up the volume and sing right along.''

Although Parker Seal's sophisticated anti-union campaign had been successful in four other plant locations, in Berea the Union YES radio campaign enhanced the union's strong position. They won big—233 to 83. The cost: $450.

Boosting a campaign

''We're only as strong as the people who belong has been our message for years. But in our first week of conveying this message with the Union YES campaign, we signed up 125 members, our single best week of recruitment ever,'' stated Rosetta Daylie, associate director of AFSCME Council 31 in Springfield, Ill.

The union introduced a high-visibility billboard and radio campaign into their 24-month effort to increase the membership in their state clerical unit in preparation for contract bargaining.

Daylie explained, ''the availability of the Union YES materials and their easy adaptation to our situation allowed Council 31 to take advantage of the enthusiasm of a national campaign. We got a lot of coverage at a fraction of the cost.''

''We'll do it again in Springfield in '89, and it will be a part of AFSCME's media plans whenever



"We signed up 125 members, our best single week of recruitment ever."

—Rosetta Daylie



"We created commercials that equal the best quality corporate ad...and tied them to 'Union YES.'"

—Loyd Williams

possible," concluded Paul Booth, Field Services director for AFSCME.

Internal organizing

The Steelworkers are constantly recruiting in the giant shipyard of Newport News, Va., to maintain a majority membership of the 17,000 eligible workers in this right-to-work state. Last fall, the local was looking for a recruitment strategy to overcome several unfavorable factors they faced in the shipyard.

"The Union YES campaign was just what we needed to create a favorable stir and catch the attention of new hires. We created a number of very personal radio spots by recording the testimonials of six steelworkers. They talked about the benefits of joining the union in their own voice, discussing wages, pensions, insurance and other issues," described USWA Local President Russ Axsom.

"In addition to blanketing several radio stations during drive time, and putting up Union YES billboards on the highways, we put all our radio testimonials onto audio cassettes for prospective members. Included were printed flyers with each member's testimonials with their picture," continued Axsom. "This approach really paid off. During a period when recruitment was particularly difficult, we scored an impressive membership gain."

Support for an issue

The Pennsylvania AFL-CIO began a legislative drive to raise the minimum wage, by purchasing radio time using a customized Union YES message to mobilize a state-wide write-in effort. Midway into this tough campaign, a state senator told a union staffer: "Keep up those radio spots and we'll win this wage hike." Legislators received 32,000 postcards, and the revised bill passed in November 1988, raising the minimum wage to $3.70 per hour.

"Radio made the campaign come to life. It stirred up the community and caught the interest of the major newspapers, who wrote supportive editorials," explained Pennsylvania AFL-CIO President Julius Uehlein. "Although this wage increase affects primarily non-union workers, the high visibility of our Union YES spots is what gave the labor movement the credit for winning in the eyes of the public."

Reaching out with our message

"Knoxville works best when we say ACTWU YES" was the message that the Clothing & Textile Workers promoted both to Knoxville taxpayers and city workers in a massive billboard, leaflet, radio and TV campaign last fall. "We are organizing city employees, but their issues concern the general public," explained ACTWU Vice President Garry Ferraris.

"For instance, our radio ads featured testimonials by city workers documenting the private work for people with connections that they had been ordered to do on city time. This kind of waste is everyone's issue."

Ferraris continued, "The media campaign allowed us to reach the appropriate audience—both city workers and the taxpayers of Knoxville. In buying our own spots, we were assured that the message was not distorted and slanted. Our publicity gave us concrete results in several ways. We forced the mayor to respond publicly to our accusations. We generated great leads from other non-union workplaces. We made a favorable impact on the general community. But above all, the process of selecting the issues and refining and recording them for radio strengthened the leadership among city workers and enhanced their leadership positions."

Saying 'NO' with 'Union YES'

When a Food & Commerical Workers local witnessed the building of a non-union, foreign-owned Carrefour "hypermarket" in the Philadelphia area, they knew it intended to put many of the UFCW-represented markets out of business. A "buy union" drive was launched, spearheaded by a publicity strategy that combined an extensive buy of "Union YES, Carrefour NO" radio spots which ran concurrently with the national "Union YES" celebrity commercials. "It gave us the impact we needed to get consumers to buy union," Local President Wendell Young said.

Job protection with TV spots

"We're 100 percent employed and want to stay that way," exclaimed local business representative Loyd Williams of Plumbers & Pipefitters local 393. "The sole purpose of our television ads was to reach the decisionmakers in our industry—primarily electronic, residential and medical in the Bay Area and Silicon Valley. We wanted to emphasize that the only way that they can get the productivity and quality that is necessary in their industry is through union labor. We created three commercials that equal the best quality corporate ad that you'll see on TV, and tied them in with the Union YES music and logo.

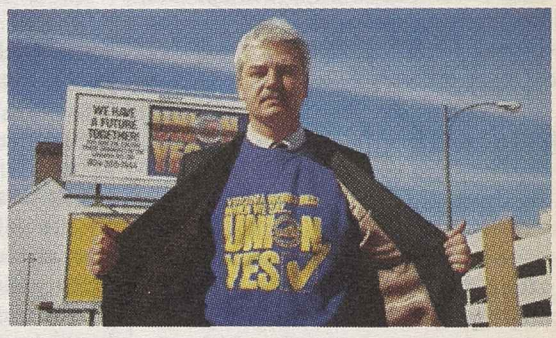
"We ran the commercials on 'Meet the Press', and other shows that business people watch. Many people in Northern California thought we were running them nationally," Williams laughed. In fact, other locals in Philadelphia and Washington state are using the ads with the logo adaptation.

Support for organizing

The Service Employees is one of several unions who plan to incorporate Union YES in future organizing drives based on their 1988 successes. "I have seen Union YES produce tangible results when it is used to provide punch to efforts in the field," asserts John Sweeney, SEIU president and chairman of the AFL-CIO Executive Council's organizing committee.

Clericals at the University of Cincinnati heard a surprising message over the "easy listening" radio station piped into their offices. In the final stages of a hard-fought organizing drive by SEIU's District 925 for 1,200 university clericals, the Union YES organizing committee customized the Union YES radio spots with employee testimonials.

"The first day the spots ran on the air, we let them be a surprise. They just sort of 'snuck' in," said Sam Luciano, SEIU's Director of Clerical Organization. "Then we went for visibility. We expanded the number of stations we were on and distributed leaflets throughout the campus giving the times and the stations they would be on. The radio splash contributed to our image of a credible, professional organization that knows what it's doing."

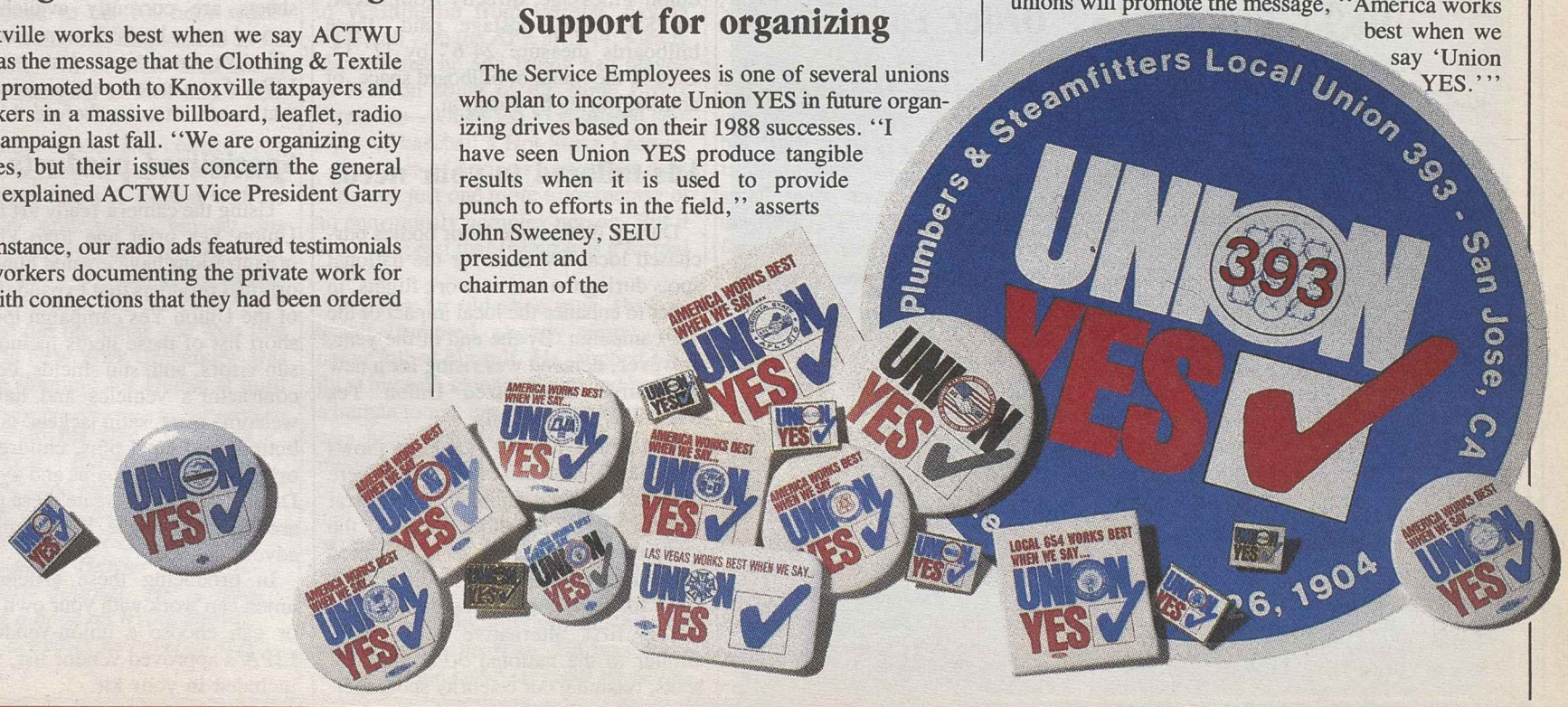


CWA Local 2250 President James Leaman shows off the Virginia State AFL-CIO's 'Union YES' campaign.

New union trademark

Now in its second year, the Union YES campaign will continue to demonstrate its versatility and long-term value, Ladies' Garment Workers President Jay Mazur predicts. "When our union pioneered into advertising with our 'Look for the Union Label' message, it became our trademark," Mazur recalled. "Now that we are incorporating television and sophisticated communications into our organizing and other programs, we should promote Union YES as the trademark for the labor movement as a whole."

Nationwide, the first year of the Union YES campaign has challenged the outmoded views that many Americans have held about unions. Creativity by unions on the local and regional level has informed millions of households about the role of labor in their communities. In the second year, many more unions will promote the message, "America works best when we say 'Union YES.'"





More than one million buttons and pins have been ordered.

Creating a Union Yes campaign in your own hometown

Because they did it last year, scores of local and state labor organizations will be experienced when they use Union Yes materials in 1989. Others will be considering a campaign for the first time.

In either case, taking the first step is easy. Order the Union Yes 1989 advertising kit by calling 1-800-242-UNION, or sending LIPA the coupon printed below. The kit will lay out clearly and simply what products and services are available, and how to order them.

Note: Free kits will be shipped to all internationals, AFL-CIO regional offices, state federations and central bodies.

The kit includes a videotape for showing to any of your members who will be part of the decision to say yes to Union YES.

Help with planning

Because the types of media and services have been expanded this year to include television, radio, outdoor and in the fall a full-scale Spanish-language campaign, you have more choices.

LIPA and the AFL-CIO are ready with a planning process that identifies your goals, examines the various media to determine what should be most effective in reaching your target audiences, and identifies a budget that can be most affordable. Once you have viewed the videotape and examined the "advertising kit," you can call LIPA for planning assistance. In addition, help with production and in purchasing the media is available, if you need it.

The following are categories of media that are detailed in the 1989 Union YES advertising kit.

Union Yes radio

Radio proved to be the most flexible and affordable medium for unions in 1988, particularly when employee testimonials were inserted into the radio spot's music bed or "donut." Union Yes radio comes in three musical formats (urban/contemporary, Spanish and country).

LIPA staff can assist your radio plans by providing sample scripts for testimonials or messages, by advising you about getting a high-quality recording of your message, or by arranging to have your radio spot produced in LIPA's studio. There may be a modest fee for materials and an AFTRA announcer. Further details are provided in your 1989 Union YES advertising kit.



Labor bodies can now advertise with 'Union YES' buscards, like the campaign in Richmond, Va.

Union Yes takes the bus

A new product for 1989, "jumbo bus cards", can be placed on the sides of public buses in most cities nationwide. These 20'x4' bus cards were developed because this is the only public transit signage that is standard across the nation. With a little effort, however, you can adapt this artwork for other bus and transit signs. Jumbo bus cards, like the billboards, can carry your customized message and cost $25 per unit to produce.

Billboards build visibility

The initiative and originality shown by local labor organizations made billboards one of the most popular media tools of Union Yes. For example, IAM Local 1650 held a membership raffle to raise money for a Union Yes billboard at the Kansas City airport. The winner's name appeared on the billboard, along with a safety message from the local union.

In Las Vegas, Nevada, Culinary Workers Local 226 put large billboards on 40 mobile trailer beds, and then parked them on vacant lots in prominent areas in Las Vegas. Other locals in Las Vegas are producing similar mobile billboard plans.

In addition, there is a low-cost alternative available from the national campaign. A four-color version of the Union Yes artwork has been preprinted, dramatically lowering the artwork cost. The localized message is printed on the left third of the board. LIPA's staff can help you plan your message, and your overall billboard placement and buy. Make your message short. The average time to read a billboard is three seconds.

You can order your own four-color billboards, customized with your union's message, directly from LIPA. At $50 each, postage paid, these billboards measure 24'6" by 12',3". Cost of the rental of billboard space, of course, varies by location.

Ads tailored to your needs

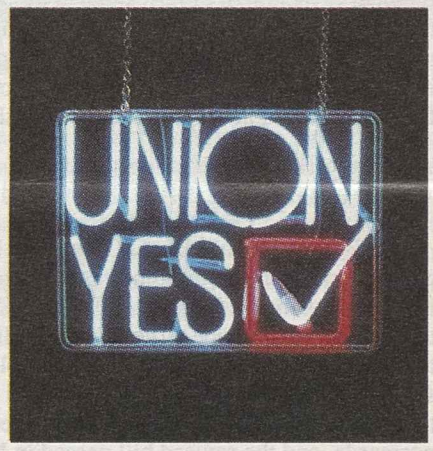
During 1988, some labor bodies purchased local TV time for the national spots during the two network flights, in order to enhance the local impact of the TV campaign. By the end of the year, however, demand was rising for a new alternative: customized Union Yes television commercials.

The Union Yes '89 videotape shows examples of how these adaptations were created by local unions and central bodies. Based on those models, the campaign now has two easily adapted versions, if television is a medium that's right for your local campaign.

The first alternative looks very similar to the national 30-second TV spots, retaining our celebrity spokespersons (Tyne Daly, Jack Lemmon, Howard Hesseman), and one of the rank-and-file union members of the national spots. But the seven seconds that had been used for a second worker-statement can now be used at the end of your new spot for an on-screen graphic and narrated "sponsor identification." An example would be: "This Union YES message brought to you by the Fox Valley Central Labor Council serving workers and their families for 50 years."

If your group has a more complicated message, one that takes longer than eight seconds to say and requires pictures, you may need to consider the fully customized local TV spot.

In this version, no celebrities or rank-and-file workers from the national spot appear. In fact, the only video element from the national spot is the animated Union Yes logo, which can be electronically altered to replace the AFL-CIO seal with a video version of any union's insignia. In place of the testimonial statements that appear in national Union Yes spots you could feature pictures of your own choice, creating a completely customized spot.



The newest way to use the trademark is the 'Union YES' neon sign, which comes in a shipping crate for about $500.

"Union di que SI"

The nationwide Spanish-language campaign will be launched in September, and full details about the television, radio, and print opportunities, featuring Olmos, will be provided in time for you to plan before the summer vacation.

However, the Spanish radio and logo sheets are currently available, and served as the basis of numerous highly effective campaigns last year. Call LIPA if you have a campaign in Spanish that needs attention before this fall.

Specialized products

Using the camera-ready art from the Union Yes print and logo kit, labor organizations have created hundreds of original products that expand the reach of the Union Yes campaign locally. A short list of these items includes hats, sun visors, auto sun shields, decals for contractor's vehicles and hard hats, welcome mats, satin jackets, numerous buttons and lapel pins, children's coloring books, key chains and gym bags. Details on how to create these products are included in the 1989 Union YES advertising kit.

In producing these articles, your union can work with your own vendor, or can choose a union-vendor from LIPA's approved vendor list, which is included in your kit.

1989 "Union YES" Order Form

Name: _____ Title: _____

Organization: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____

Phone Number: ( ) _____

_____ Send me one 1989 "Union YES" advertising kit. $10

_____ Send me _____ kits at $10 each = _____

Please also send:

_____ Bulk copies of this *AFL-CIO News* Supplement
_____ lots of 50 x $3.00 = _____

_____ Bulk copies of the 1989 "Union YES" Video
_____ videos x $7.50 ea. = _____

6% D.C. Resident Sales Tax ..... _____

Total ..... _____

Send to "Union YES," LIPA, 815 16th St., N.W., Room 206, Washington, D.C. 20006

Legend of free unions Irving Brown, 77, dies

'We have lost a giant'—Lane Kirkland

Irving Brown, who championed the cause of free trade unionism in every part of the world for more than 40 years, died of cancer Feb. 10 at his home in Paris.

Brown, 77, was awarded the Presidential Medal of Freedom last October, one of many honors he received during a legendary career.

"We have lost a giant," AFL-CIO President Lane Kirkland said. "No other individual did more than Irving to protect and advance workers' rights in every nation around the world."

As the American trade union movement's emissary to Europe in the turbulent years just after World War II, Brown helped nurture democratic trade unions in the newly liberated countries. He was instrumental in preventing communists from using unions to sabotage the Marshall Plan for the reconstruction of Europe and to block formation of the NATO alliance.

Brown was the U.S. worker delegate to the International Labor Organization for more than a decade. He served as director of the AFL-CIO Dept. of International Affairs from 1982 to 1986, when he became senior adviser to Kirkland.

His involvement in the free trade union movement was worldwide. Brown was a midwife at the birth of the International Confederation of Free Trade Unions and headed its office at the United Nations headquarters in New York from 1962-65. Then he served as director of the AFL-CIO's African-American Labor Center, which provides technical assistance to unions and in 1973 returned to Paris as the AFL-CIO's representative.

Brown maintained contact with democratic groups behind the Iron Curtain. He was banned from Algeria by its colonial rulers and welcomed as head of an ICFTU mission just days after Algeria achieved independence. He was the target of attacks from the authoritarian right as well as the totalitarian left.

Unionism was Brown's heritage as well as his mission, and he faithfully kept up his membership in the Machinists. Brown's father was an officer of a milk wagon drivers local of the Teamsters in New York City, and he came early to both trade unionism and democratic socialism.

After he earned an economics degree from New York University, working at day and night jobs to pay his way, Brown became a union organizer in the early battles to organize the auto industry. He moved to the AFL staff as an organizer, and in 1942 was named a labor representative to the War Production Board.

As allied armies made their way into Germany in the final months of the war, Brown acted as representative of both the AFL and CIO with U.S. occupation forces. He resigned in disagreement with the official U.S. policy towards unions in Germany, and set up the AFL office in Paris. U.S. unions contributed typewriters, mimeograph machines and paper supplies that became weapons in the battle for free democratic trade unions.

Brown received the Jefferson Award from the American Institute for Public Service in 1987. Last October, when he was to be presented the Presidential Medal of Freedom, he was too ill to leave Paris. His son, Robert, represented him at the White House ceremony and read the remarks his father had written for the occasion.



Irving Brown at 1984 ILO conference in Geneva with Lane Kirkland.



And with a delegation of union women from seven African nations.

Brown spoke of his belief that there are "alternatives to violent conflict" while waging "a battle of ideas between the forces of democracy and tyranny."

He expressed regret that the United States and many of its western allies have not given strong enough support to genuine nationalist movements and democratic elements around the world. It is not by chance, he suggested, that "democratic unions are in the front ranks of the struggle for freedom whether it be Communist Poland or racist South Africa, the Soviet Union or Burma."

The division is not between capitalism and socialism, he stressed, but "a free society versus a society based on forced, controlled labor. And such a free society cannot be won without the support of workers and their free trade unions," he declared.

"I have tried to live by this creed," Brown said, adding:

"Through the years, I've developed a reputation as a somewhat combative fellow. But it's a combat of which I am deeply proud for its underpinning is the quiet faith of American workers in democracy as the best guarantor of social justice."

Besides his son, Brown is survived by his wife, Irena. He was buried in Paris after a private service.

'. . .I thought of him as wise, courageous and effective'

By Ben Rathbun

It was once said of a distinguished workaholic that his idea of a vacation was to go to the office on Sunday afternoon wearing a sports jacket.

Irving Brown was different on that score: Brown's Sunday costume at the office would be identical with that for the rest of the week, a dark sack suit, a dark unfigured tie and a white shirt.

And when it came to vacation, he was so committed to his 100-hour workweeks that Lane Kirkland failed in all of his efforts—in Brown's final active years—to shanghai Brown into a real vacation.

In his high school and college days in the Bronx, Brown was no practicing egghead. He was a C student with no intellectual pretensions beyond his private reading agenda. His obsession, as he ran copy and other documents around Manhattan for the New York Times and did the other odd jobs that kept him in New York University, was to replace Jumping Joe Dugan at third base for the New York Yankees.

He was playing semi-pro ball on the same ballyards where George Meany had been a catcher in his youth. However, Irving's strong arm and quick glove in his NYU days couldn't make college coaches forget his bashful bat. But even as dreams of Yankee pin stripes faded, baseball got Irving off to a fast start with Meany.

When Brown made his first trip back to Washington from Europe, having signed on with the AFL in 1944, Meany learned that he and Irving had played as kids on some of the same Bronx diamonds—which led to animated sessions of baseball's Hot Stove League.

The fact of Irving's inevitable dark suits was just one more idiosyncrasy of an enormously complex person. But it didn't suggest that Irving was a formal fellow.

He was an old shoe guy. He was usually rumpled, slightly gimpy, and never full of himself. He laughed easily at himself, among others, and he had a human touch, a sort of sweetness that was beguiling. Even though he was tough as General Patton, even though he could put his face up to an adversary and say the hard words in the manner of Edward G. Robinson, the rough ways were momentary.

He was aggressive and even combative about his mission, but he was nobody's Macho Man. He was not a hater, nor did he brood about his adversaries or his considerable reputation as "a hysterical anti-Communist."

He was well aware that he'd become a legend, and that pleased him. He relished the throw-away lines that he inspired: "Irving Brown doesn't phone the world's statesmen. They call him," and the suggestion that his practical know-how about the Soviet Union put him in bowing range of the State Department's trio of Soviet experts, Charles (Chip) Bohlen, George Kennan and Tommy Thompson.

In Paris, Brown knew his way around Taillevent, La Maree, Jamin and the other temples of *degustation.* But given his druthers he was a bistro creature, first and foremost. The bistros are the small, plain, no-nonsense, sawdust-on-the-floor places that have been there forever and never changed their menus.

Irving's entire career demonstrates that he was a "grabber," in the sense that people responded to him in an extraordinary way. Interviewing officials, particularly some who'd been stars of the Washington and European firmaments, underscored the point. Mere mention of Brown to General Eisenhower, Ambassador Bohlen and Averell Harriman produced an instant and enthusiastic response.

The example provided by the patrician, reserved, almost shy Harriman illustrates the point. In our talk at his Georgetown complex in Washington he said Brown had done many jobs for him during the Marshall Plan days. At that time Harriman had as much power in Europe as Eisenhower had in World War II. He praised Brown's "great integrity" and the fact that Brown was "a very strong person." He also said: "I can't tell you how highly I feel about him and how much respect I have for him. I thought of him as wise, courageous and effective." It was his impression, he added, that Brown "was the one who represented U.S. labor most effectively in Europe."

When I was saying goodbye, Harriman returned to the subject: "I have. . .great affection for him and I hope you'll give him my warmest regards when you see him."

In 1950 at the AFL convention in Houston, Harriman did something else in praise of Brown that strains credulity. He stood on the stage before the convention delegates and led a cheer for Irving—a rare go-go display from the private and undemonstrative Harriman.

Harriman had addressed the delegates, thanking them for their support of the Marshall Plan. Noting that he had observed "at first hand" the first-rate performance of the AFL in Europe for the U.S. program, he said:

"I understand that Irving Brown . . .who has been most effective in Europe, is here this minute. . .Irving, I would like to salute you. Let's give him a hand."

Prior to his Dec. 31, 1988, retirement, Rathburn covered economic and labor issues for the Bureau of National Affairs Inc. He also has written for the Atlantic Monthly, Harper's and the Yale Law Journal. He is now writing a book on Irving Brown, whose activities he covered over the years.

BARGAINING

BCT contract for 9,000 won at four Philip Morris plants

Some 9,000 Bakery, Confectionery & Tobacco Workers ratified a three-year contract extension covering Philip Morris Tobacco Co. plants in Richmond, Va., Louisville, Ky., and Wilson and Concord, N.C.

The extension establishes dependent care accounts for workers next Jan. 1 through pre-tax earnings and provides guarantees of no strikes or lockout, union security, layoff pay and union recognition.

Lump sum payments of $1,500 for permanent workers and $750 for seasonal employees were made upon ratification. Similar payments will be made in December. A 2-percent pay increase will be added to the base rates on Feb. 1, 1991, along with a cost-of-living allowance.

Pension benefits and temporary disability income were increased, vacations were improved to six weeks after 24 years' service and five weeks after 17 years.

AFTRA accord reached with major networks

The Television & Radio Artists reached a tentative settlement with the three major networks. The umbrella agreement covers 37 separate contracts in areas including news, principal and contract performers, extras, show hosts, announcers, dancers and others.

AFTRA represents 70,000 artists at the major television and radio networks—ABC, CBS and NBC—with about 4,000 working at any one time. The key bargaining issue for performers in daytime programs was enforcement of the scheduled rest period between assignments, the union said. The proposal agreement stiffens penalties for violation of the 12-hour rest rule.

AFTRA won a 2-percent salary increase in each of the three contract years for radio news reporters, who also won the right to refuse assignments that require them to operate a camera.

Base rate pay would rise 3 percent for principal performers in the first and second contract years. Group dancers, singers and extras also won increases. Employer contributions to the health and retirement funds would rise to 10.5 percent. Other improvements include the Martin Luther King Jr. holiday and expanded safety and health protections.

The agreement must be approved by the western, central and eastern sections of the AFTRA national board. Negotiations on contracts covering the network owned and operated local affiliates in New York, Chicago and Los Angeles are continuing.

Judge OKs agency fee use in ALPA bargaining efforts

Strike assistance is a legitimate collective bargaining function and a proper use of agency shop payments, a federal judge in Denver ruled in rejecting a suit brought by nonunion pilots employed by United Airlines.

District Judge Zita Weinshienk held that the Air Line Pilots properly used funds paid for collective bargaining representation for maintenance of a strike fund, for financial help to flight attendants respecting the Pilots' picket lines, and for legal expenses.

The judge said the strike and maintenance of a strike fund were "germane" to the union's collective bargaining role, and the union would be weakened if it couldn't encourage and assist other employees to honor its picket lines.

The decision was in line with a ruling by a different federal court last March in Virginia, which also involved the United strike.

In that case, the National Right to Work Foundation argued on behalf of a group of non-union pilots employed at various airlines that their agency shop payment were improperly used to support the United strike.

Judge Albert V. Bryan Jr. disagreed. He ruled that the use of the funds was proper because the outcome of collective bargaining at one airline affects bargaining at other carriers. In the 1985 strike at United, he noted, pilots on other airlines benefited because the union was able to block a two-tier wage system management sought to impose.

UFCW wins agreement for 10,500 in Illinois

The Food & Commercial Workers ratified a three-year agreement with Dominick's Finer Foods stores in Chicago and northern Illinois covering some 10,500 clerks, members of UFCW Locals 1550 and 1540.

The new accord, approved 8-1 by the members in a mail ballot referendum, provides full-time clerks who were making top-scale rate of $11.40 an hour a 30-cent hourly increase retroactive to Oct. 4 when the previous contract expired. They will get another 30 cents in October 1989 and 25 cents in October 1990.

Part-time clerks will get three 25-cent increases over the contract term, boosting their maximum rate to $7.85. Health and welfare benefit levels will be maintained under the agreement, and fund trustees will be able to raise the company's 75 cents an hour contribution to 90 cents if needed.

Stamp ceremony honors life of labor's A. Philip Randolph

New York

A gathering of 500 honored the life's work of A. Philip Randolph at the official first day of issue ceremony of a U.S. postage stamp bearing his likeness.

Randolph founded the Sleeping Car Porters in 1925. At age 74, he orchestrated and directed the massive 1963 March on Washington for Jobs and Freedom. His life was spent fighting for jobs, dignity and freedom. Randolph died in 1979 at the age of 90.

At the stamp ceremony, AFL-CIO President Lane Kirkland called Randolph the chief architect of the bridge between the labor and civil rights communities.

"As one of America's great moral leaders, Phil Randolph is a source of tremendous pride and inspiration to trade unionists of all races. His lifelong fight for equality, jobs and social and economic justice serves as a paragon of activism to all movements which seek the elevation of the human condition." Kirkland said.

Norm Hill, president of the A. Philip Randolph Institute (APRI), introduced several groups associated with Randolph, including retired porters, many who had known and worked closely with Randolph, residents at the A. Philip Randolph Senior Citizens Home in New York, students and staff of the A. Philip Randolph Campus High School in New York and a delegation of citizens from Jacksonville, Fla., who consider Randolph their most prominent hometown citizen.

Frederick O'Neal, president of the Actors & Artistes and vice-president of APRI told of his long association with Randolph and said: "We honor ourselves when we honor A. Philip Randolph."

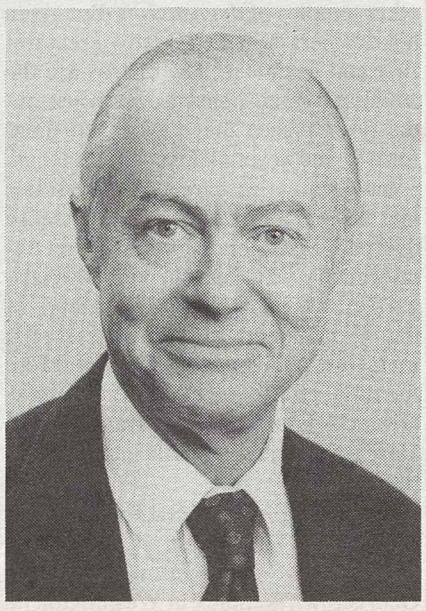
Other speakers included William Norman, executive vice-president of AMTRAK; Maida Springer-Kemp, and APRI board member and friend of Randolph's; Jack Otero, vice president of the Transportation Communications Union, and Dorothy Height, president of the National Council of Negro Women.

Height urged the audience to record their struggle for equal rights for the generation who follow. She left the audience with her favorite Randolph quote: "At the banquet table of nature there are no reserved seats. You get what you can take and you keep what you can hold."



Kirkland recalls A. Philip Randolph at Postal Service first day of issue ceremony.

Lee White dies at 73, CWA director of public affairs



Lee M. White Jr.

Lee M. White Jr., retired public affairs director of the Communications Workers, died Feb. 5 at a Washington hospital. White, who was 73, had suffered from cancer and a rare form of arthritis.

White joined the CWA staff in 1950 as a district public relations representative in Atlanta. He was appointed public relations director at the union's headquarters in Washington in 1957 and later served the CWA as director of the expanded public affairs department.

After retirement in 1980, he took a special one-year assignment with the AFL-CIO as coordinator of the federation's centennial celebration in 1981.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue recalled White's centennial work in a letter to his wife Anne.

"When Lee came to help us on the AFL-CIO Centennial in 1981, he immediately dubbed himself 'the 100-year-old man,' " they said. "That kind of zest and good humor was routine to Lee, but it is also why we delighted in him and cherish his memory."

A native of Monroe, N.C., White worked as a newspaper reporter before serving in the Army Air Corps, 1941-45. Later, he was a political writer and editor with the Montgomery, Ala., Examiner.

In recent years, White handled special projects for the CWA, including the union's history that was published last year to mark the CWA's 50th anniversary.

Besides his wife, survivors include four children. A memorial service was held Feb. 9 at the Washington Cathedral.

Union-sponsored English classes help immigrants into mainstream



Instructor Cindy Ficarra opens class with lesson in citizenship.

Continued from Page 1

lations between the labor movement and the immigrant community and in ''demonstrating that unions operate in a democratic manner on bread and butter issues and social issues.'' The program is a project of the federation's Los Angeles/Orange County Organizing Committee.

CIWA—an adaptation of the associate member progam initiated by the AFL-CIO in 1985—can give immigrant workers a voice on their jobs and in their communities while providing a bridge to the labor movement for organizing campaigns, said AFL-CIO Regional Director David Sickler.

The project offers free ''amnesty'' classes—instruction in English and civics—for immigrants who have applied for permanent resident status, legal services including help in applying for citizenship and appeals and visas, a newsletter to keep immigrant workers informed about employment and training opportunities and job rights, and the other benefits of associate membership under the AFL-CIO initiative, Sickler said. More than 2,000 workers have joined so far. The cost is $20 a year.

In the English language classes, volunteers from local unions and the labor project staff members meet one-on-one to talk about the job problems, immigration and family concerns, specific needs and how CIWA can help, said Teresa Sanchez-Gordon, the labor project's executive director.

At a recent session at the project's learning center, some workers outlined their reasons for joining CIWA, sharing with generations of immigrant workers the desire to better their lives and provide for their families.

Laura Perales plans to join CIWA because it can give her the opportunity to finish her high school education and to go on to college. Like many immigrant workers, Perales has two jobs—one at a Salvation Army community center and another at a local school—and attends the labor-sponsored English and civic classes twice a week before her shifts begin. She also cares for her two children, ages 9 and 5.

''I want to finish my high school education and go to college part-time and then I can get a better job,'' she said, perhaps as a teacher's aide or working with children in another area.

Ana Cecilia Hernandez also wants to continue her education and go on to college. She works with Perales at the Salvation Army center and is planning to join CIWA to take advantage of the program's benefits and to apply for a Mastercard.

Jose Luis Ocempo has worked at the Los Angeles Athletic Club for nearly 13 years in the food preparation and service area. Although the club is not unionized, Ocempo is a CIWA member. CIWA offers travel discounts, a low Mastercard rate and most important, the opportunity to continue English classes and other education, he said. ''I like to learn and to speak better,'' Ocempo said.

Hard work, long hours

Ocempo began studying English in his native Mexico. But when he came to the United States, it was difficult to continue his education. ''When I came here I started working in a factory. I had to get up at 4:30 a.m., take two buses to work and work 10 hours a day. Then I would take English classes at night,'' he said.

Carlos Valdovinos has worked at the athletic club for nearly nine years and is planning to join the associate member program. ''CIWA has many benefits and the legal advice is most needed,'' he said. CIWA's job training opportunities are very valuable, he said, adding ''I would like to take a computer training program, something you can make a living at.''

Every day, Antonio Lopez travels more than an hour to the Pioneer Electronics factory where he maintains electrical machinery and motors. ''I want to continue my studies and to learn about machines and learn better English. I'm trying to take an electrical course and I think CIWA can help,'' he said. Both Lopez and his wife Maria, who works as a presser, are CIWA members.

To gain permanent resident status, immigrant workers must complete at least 40 hours of English and civics classes, demonstrate financial responsibility and document continuous residence and work.

But ''permanent residency won't solve workplace problems,'' said CIWA Director Andres Bustamante, adding that immigrant workers ''can still be stopped on the street by INS or paid less on the job or charged more rent or forced to do more dangerous work than the law allows.'' Membership in CIWA and collective action can help ordinary people raise and resolve the issues that directly affect them, he said.

The CIWA-union organizing connection works both ways, said Bustamante. Several organizing leads have come from workers attending the English language classes and ''we nurture that and turn it over to other unions,'' he said. Immigration project staff members will meet with workers at their homes or the project office to outline potential problems and to ask the right questions, he said.

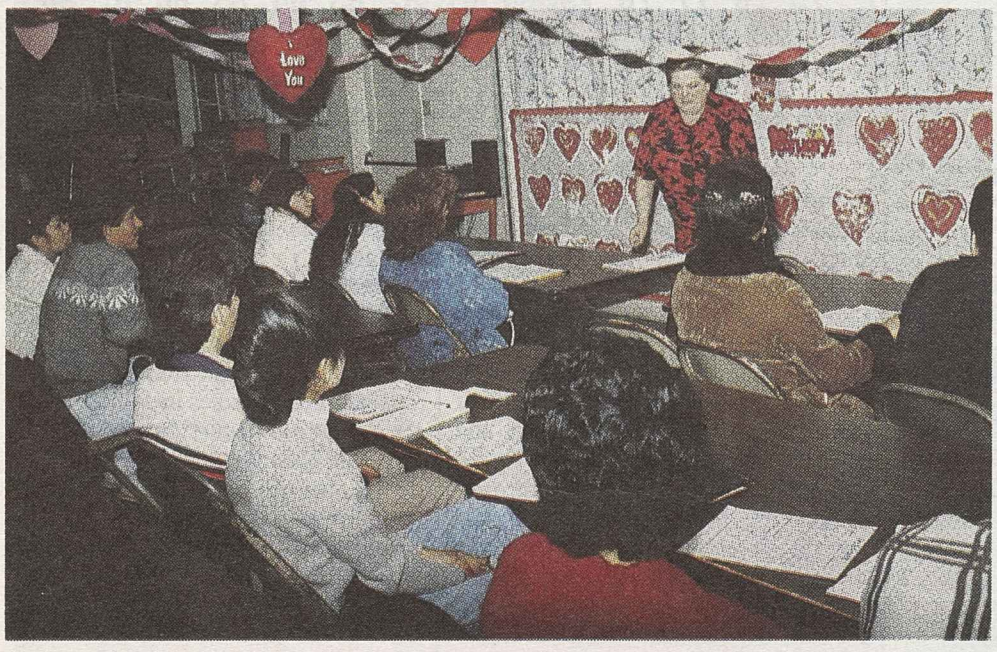
''Often, CIWA staff are called into an organizing campaign because many people are reluctant to sign up because of immigration issues and we can clear that up,'' he said. Of the 15 organizing drives CIWA was involved in last year, six ended with union contracts.

And the project keeps track of all the workers who have attended the English language classes, providing a data base by industry that unions can use in organizing campaigns. But CIWA's main goal is to help people ''learn their rights and to make sure they are respected,'' Bustamante stressed.

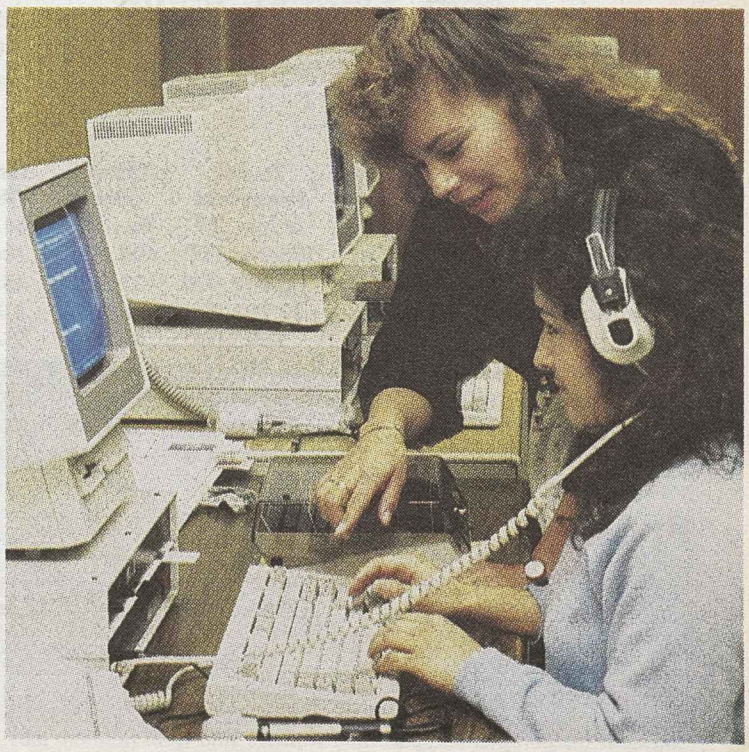
Candy Brown of the labor project staff said the program's next step—a job training program that meets the specific needs of immigrant workers, including additional English instruction—will be an important link with the immigrant community after the legalization process winds down.

The labor program also will focus on aiding dislocated immigrant workers and preventing job layoffs by providing literacy instruction, she said.

—Candice Johnson



AFL-CIO field representative Diana Perez outlines benefits of CIWA membership.



Ana Cecilia Hernandez and Laura Perales sign on at learning center.

Data

Jobless figures remain stuck since March '88

The Labor Dept.'s payroll survey showed an increase of 408,000 new jobs, but the January unemployment picture remained sluggish as joblessness edged upward one-tenth of 1 percent to 5.4 percent.

More than 6.7 million people were counted as unemployed last month while 4.8 million part-time workers were unable to find full-time jobs. Over the October-December period, there were 951,000 discouraged workers.

But just 2.6 million of January's short-term jobless—those unemployed less than 26 weeks—received any unemployment compensation.

Unemployment is stuck in the same general range that it has been since March 1988, AFL-CIO chief economist Rudy Oswald said. He added that while the household survey indicated an employment gain of 700,000 last month, the seasonal adjustments may not have sufficiently accounted for extended holiday sales seasons and unseasonably warm weather which boosted construction work. Another 150,000 persons entered the labor force, but were added to the jobless rolls.

Using a year-to-year comparison, the difference between the Labor Dept.'s establishment and household surveys may reflect a large increase in the number of workers holding two jobs, Oswald pointed out. Last year, the establishment survey which indicates the number of workers on employers' payrolls grew by 3.8 million jobs while the household survey which asks whether a person is employed showed employment gains of 2.4 million.

During 1988, employment gains have come primarily in services, 1.3 million jobs; wholesale and retail trade, 1 million; construction, 450,000; manufacturing, 400,000, and government, 300,000. But manufacturing employment remains nearly 1.3 million jobs below the 1979 level and 239,000 mining jobs also have been lost since 1979.

Productivity rises in '88 but real earnings drop

Manufacturing productivity rose 3.2 percent last year, but real hourly earnings dropped six-tenths of 1 percent, the Bureau of Labor Statistics reported.

Not only are manufacturing workers not sharing in the gains of their higher productivity levels, but they are losing economic ground, AFL-CIO economist Bill Cunningham said.

In a separate report, the Labor Dept. said January's 1-percent jump in producer prices led by food and energy costs was the fastest rate increase in three years.

And in response to speculation about an accelerating inflation rate, major banks increased their prime lending rate to 11 percent marking the fifth increase over the past 12 months. The prime rate last hit the 11-percent mark in 1984.

Statistics at a glance

Unemployment

	January 1988 %	December 1988 %	January 1989 %
Unemployment Rate (Official)	5.8	5.3	5.4
Men (20 and over)	5.0	4.7	4.6
Women (20 and over)	5.1	4.7	4.7
Teenagers	16.0	14.8	16.4
White	5.0	4.6	4.6
Black	12.2	11.6	12.0
Hispanic	7.5	7.6	8.4
Unemployed receiving jobless benefits			35.0
"Real" Unemployment Rate*			10.3

Employment

	Payroll Employment in Jan. '89	Change Since Dec. '88	Change Since Jan. '88
All Nonagriculture Industries	108,048,000	408,000	3,786,000
Construction	5,538,000	102,000	455,000
Manufacturing	19,783,000	46,000	414,000
Transportation, Utilities	5,713,000	46,000	214,000
Retail & Wholesale Trade	25,893,000	166,000	956,000
Finance, Insur. & Real Estate	6,735,000	—8,000	102,000
Services	26,139,000	74,000	1,344,000
Government	17,528,000	—18,000	310,000

Productivity

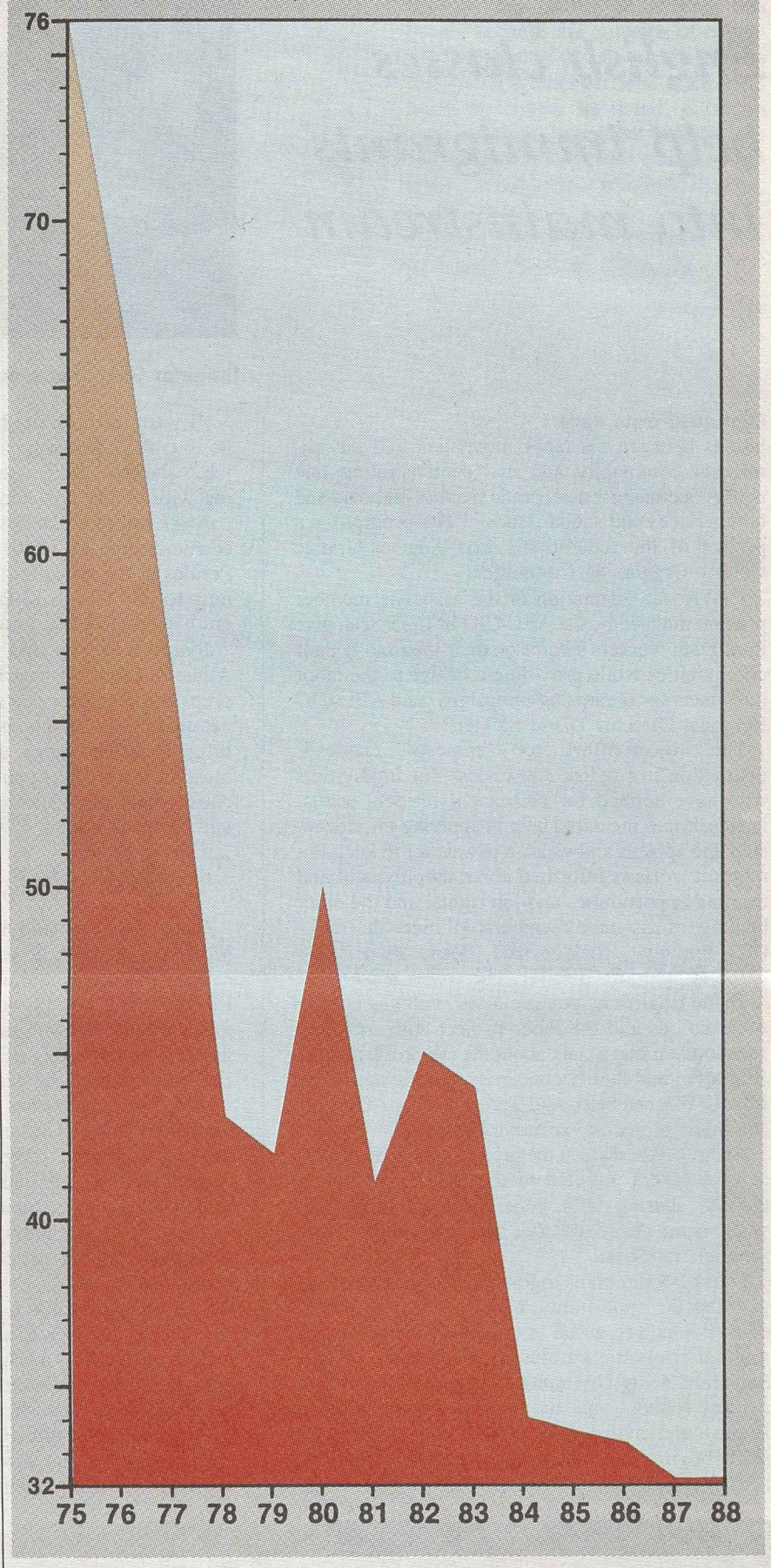
	Growth from 1986 to 1987	Growth from 1987 to 1988
Productivity Growth		
Nonfarm Business	0.8%	1.4%
Manufacturing	3.4%	3.2%

* Includes discouraged and part-time workers who want full-time jobs.

Jobless Benefits at All-Time Low

Erosion Tracked 1975-88

Percentage of jobless drawing unemployment compensation



Safety net failing jobless

Continued from Page 1

Americans. But only 2.2 million of them received benefits. The system wasn't working.

AFL-CIO Social Security Director Bert Seidman puts a big share of blame on the failure of states and Congress to get unemployment compensation trust funds on a sound financial basis and keep them there.

States that have underfunded the program in the past by putting employer payroll tax rates too low have too often responded to deficits by cutting back eligibility so that fewer persons qualify for benefits, Seidman charged at House hearings last fall.

The extended benefits program, which is supposed to provide extra weeks of benefits when unemployment is high, is virtually extinct with no states now qualifying for those benefits. In most states, the benefit ceilings are outdated.

Yet unemployment taxes as a percentage of total wages have dropped from 1.35 percent 10 years ago to about 1 percent.

Government studies including one by the General Accounting Office warn that state unemployment compensation trust funds are inadequate to cover a new recession, and are likely to remain inadequate even if the business expansion continues into the 1990s.

Unless Congress, the new Administration and state legislatures across the country respond to the funding crisis, Seidman warned, the safety net for unemployed workers could fall apart completely when it would be needed the most.

Resources

FILMS and VIDEOS

Black History Month

In observance of black history month, the AFL-CIO audio/visual library has several programs that commemorate the contributions of civil rights and labor leaders.

The Color of Justice. This 26-minute film details several Supreme Court decisions that have shaped the nation racial policies and opinions. Opening with the Dred Scott decision, the program moves through the 1954 ruling to desegregate schools and ends with the appointment of the first black justice, Thurgood Marshall, the NAACP lawyer who prepared the 1954 case on school desegregation. Produced by Rediscovery Productions, the film is available in 16 mm. Rental $5.

Eyes on the Prize. An award-winning series of one-hour programs produced for public television that documents the civil rights struggle from 1954 to 1965. Available in VHS format, for $5 per episode. Original film footage is used to explore these events:

- **Awakenings.** The refusal of Rosa Parks to give her seat up to a white man in 1954 triggers the Montgomery, Ala., bus boycott. That boycott triggered much more the civil rights movement that resulted in the desegregation of more than public buses.
- **Fighting Back.** "Separate but equal" policies in public education are challenged as nine black teenagers enroll in Central high school in Little Rock, Ark. in the mid-1950s and James Meredith challenges the white-only acceptance policies of the University of Mississippi in 1962.
- **Ain't Scared of Your Jails.** The struggle to win freedom and equality in 1960-61 shifts from law suits to group protests, sit-ins and freedom rides.
- **No Easy Walk.** In 1962-64, segregation is challenged as Birmingham, Ala., school children fill local jails and endure fire hoses. Police in Albany, Ga., confront Dr. Martin Luther King Jr.'s strategy of nonviolence, and the March on Washington captures the world's attention.
- **Mississippi:** Is This America? Ordinary citizens and civil rights leaders show extraordinary bravery in the fight to win voting rights in 1962-64.

Miles of Smiles, Years of Struggle. This hour-long documentary details the life of Pullman porters from the early 1920s to the late 1980s. Produced by Paul Wagner, the film is available in 16mm and VHS formats. Rental $5.

PRINT MATERIALS

Leveraged Buyout Testimony

Three times in the early days of the 101st Congress, the AFL-CIO testified on the adverse impact on workers of corporate takeovers and leveraged buyouts. AFL-CIO President Lane Kirkland testified on the tax aspects of LBOs to Senate and House committees and AFL-CIO Sec.-Treas. Thomas R. Donahue testified on the House side on the inequity workers suffer when pension fund are used to fund buyouts and takeovers.

Health care facts

The case for national health insurance is made in "Paying More, Getting Less," a six-nation study available for $10 from Americans for Health, P.O. Box 27434, Washington, D.C. 20038.

Pension funds

Director Bert Seidman of the federation's Dept. of Occupational Safety, Health & Social Security, testified before the Senate labor subcommittee on the need for legislation to protect pension rights of workers and retirees.

Family Needs

A 14-minute video, dramatizing the need for family and medical leave legislation, is available from the AFL-CIO Dept. of Legislation.

Congress is being asked to pass the Family & Medical Leave Act and this video is designed to generate the grass-roots support necessary to win this legislation.

Copies are $10 for union members and $25 for the general public. Contact Burnie Bond, AFL-CIO Dept. of Legislation, Room 309, 815 16th Street N.W., Washington, D.C. 20006.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Film and video rentals are available from the AFL-CIO Education Dept., Room 407, 815 16th St., N.W. Washington, D.C. 20006. Rental fees range from $5-$10. Orders are subject to availability and sufficient advance notice.

Newsmakers

Democrats elect Brown national committee chair

Ronald H. Brown, who had an early AFL-CIO endorsement in his bid for chairman of the Democratic National Committee, won election to the post unanimously.

He will be the first black to head a major political party.

Several other contenders dropped out of the contest as a consenus shaped up in support of Brown.

Hansenne to succeed Blanchard as ILO head

Geneva

Michel Hansenne, Belgian minister for civil service and a member of Parliament, was elected director-general of the International Labor Organizatin by its Governing Body. He succeeds Francis Blanchard of France, who has headed the organization since 1974.

Hansenne, 49, begins his five-year term on Feb. 27.

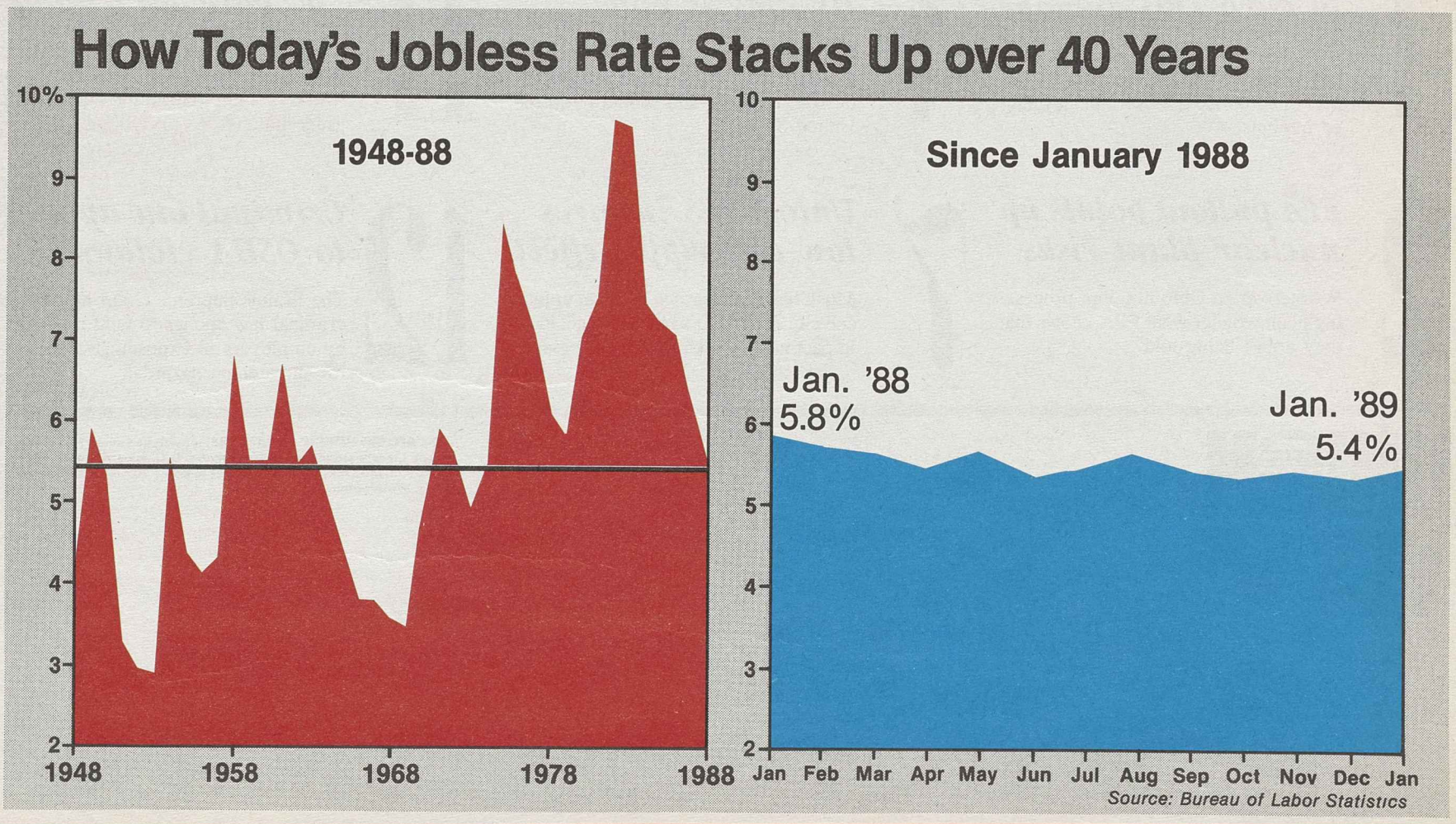
Hansenne has led his nation's delegation to the ILO Conference here since 1982. He served as the minister for employment and labor from 1981 until 1988 when he became civil service minister.

Beal named AFL-CIO communications chief

Dennis Beal has been appointed by AFL-CIO President Lane Kirkland as his assistant for communications.

Beal, 45, has worked on Capitol Hill since 1973, first as press aide to Sen. Lawton Chiles (D-Fla.) and since 1982 as press secretary to the Senate Budget Committee. He is a former city editor and Washington bureau chief of the Orlando Sentinel. Beal is a native of Tennessee and was a reporter on newspapers in Johnson City and Knoxville.

The communications post had been filled on an interim basis by Tom Conway, president of the Maurer, Anderson & Conway agency, which will continue to represent the AFL-CIO.



Health care workers munch on musicals



Barbara Niles and Vanessa Shaw sing about the cares, concerns, joys and fears of hospital workers.

New York

At health care facilities throughout the area, hospital workers are sandwiching their lunch periods with an original musical revue full of sketches and songs the newest production of the Bread and Roses cultural arts project. The arts program is a project of Retail, Wholesale & Dept. Store Union Local 1199.

"Take Care III," a new production based on the lives and experiences of hospital workers, is going on the road to 25 hospitals and nursing homes in the metropolitan area during a five-week tour. Two 45-minute performances are being performed daily for hospital workers, patients and staff members.

RWDSU President Lenore Miller called the show "an honest portrayal of the joys, frustrations and struggles that our members face every day." It should be seen by everyone who works in health care, she added, "as well as by hospital officials and by legislators who hold the purse strings."

A team of professional writers, composers and lyricists culled workshops and interviews with 50 union members who talked about their lives on and off the job.

The show has been described as a "hospital workers' 'Chorus Line'" that celebrates the joys, heartaches and concerns of Local 1199 members.

A professional cast including Ossie Davis, Alan Menken, Micki Grant and Eve Merriam—are backed by professional musicians and some of Broadway's top composers and writers. Jazz, blues, calypso, rap and salsa rhythms add flavor to the sketches.

In one number, working women talk about the difficulty in getting their families off to school before they leave for the hospital, declaring "the getting up is easy, the trick is getting out." In "Young People Today," long-time union members sing about the not-so-good old days "before the union came."

And in all the sketches, the performers give the audience a sense of hospital workers' experiences both good and bad, their relationships with co-workers and supervisors and a look into their lives.

While the audience is restricted to hospital workers and patients, a special benefit performance was held at a shelter in the Bronx for 250 homeless people. Preview showings also were held at Local 1199 headquarters and media reviewers later told readers that "if you want to see it at your hospital, catch a bug or break a leg."

Cast members are Rufus Bonds Jr., Yamil Borges, Ann Duquesnay, Barbara Niles and Vanessa Shaw. Directing the production is Tony Gillotte, with Howard Roberts as musical director and Andy Torres as choreographer. Moe Foner, executive director of the Bread and Roses project, is executive producer.

The project receives grants from the New York City Dept. of Cultural Affairs, New York State Council on the Arts and the Aaron Diamond Foundation.

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FEBRUARY 18, 1989

AFL-CIO NEWS

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In both houses of Congress AFL-CIO officers testify on tax and pension impact of corporate takeovers and leveraged buyouts.

2 ***EPA pullout points up nuclear plant risks***

Workers at an Ohio uranium processing plant wonder what EPA knows that they aren't being told.

4 ***Family Leave: Its time is now***

Reasonable leave for birth of a child or a family illness is assured in most industrial nations—and should be in the United States.

7 ***Union YES inspires low-cost ripple effect***

Much has been learned by local unions and city AFL-CIO's on how to get local impact using the Union YES message.

11 ***Irving Brown dies: 'we have lost a giant'***

Irving Brown was known around the world for his determined pursuit of workers' right to form free, democratic trade unions.

12 ***Criminal law applies to OSHA violators***

The Illinois Supreme Court holds that criminal law applies to willful neglect by employers in exposing workers to life-threatening hazards.

UNION YES

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AFL-CIO NEWS

VOLUME 34, NUMBER 5 MARCH 4, 1989

FOCUS

AFL-CIO RESOLVED

Special four-page pullout section, Pages 5-8, has excerpts from statements adopted by the AFL-CIO Executive Council at its February meeting. They cover a range of domestic and world issues of concern to the trade union movement.

Working family needs get high priority

Council asks action on legislative goals

By John R. Oravec

Bal Harbour, Fla.

America must put a high priority on legislation that would assure working families a decent standard of living while easing the conflict between demands on the job and at home, the AFL-CIO Executive Council declared at its February 1989 meeting.

The council underlined the federation's strong support for measures in the new 101st Congress "to provide minimum standards for family and medical leave, a better and more affordable child care system, and an increase in the federal minimum wage."

It also called for continued union efforts to win needed benefits for working families through collective bargaining and other means.

Reflecting the urgency of the family issues, the council created a new committee to address the concerns of working families. It is chaired by federation Vice President Gerald W. McEntee and the members include Vice Presidents Joyce Miller, Lenore Miller, Morton Bahr, Jay Mazur, John J. Sweeney, Lynn R. Williams, William H. Wynn and Gene Upshaw.

The council noted the dramatic increase in the number of working women, two-income families and single-parent households.

"During this period," the council said, "two-thirds of the entrants in the labor market have been women, and by next year they will constitute half of the workforce." Today, it noted, two-thirds of women with children under age 3 are working.

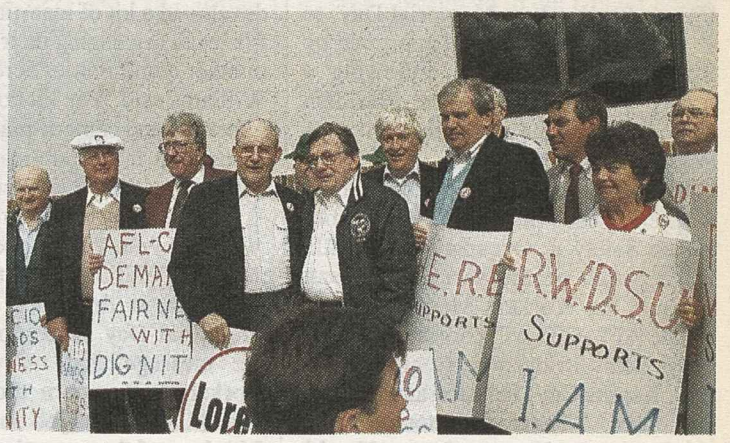
These trends signal a clear need for national policies to help working Americans balance their job requirements with family responsibilities.

The council urged Congress to enact the widely endorsed Family & Medical Leave Act that would allow a worker to take unpaid leave without fear of job loss after the birth or adoption of a child, or to care for a seriously sick child or parent. It also reiterated its support for the Act for Better Child

Continued on Page 2







Saying No to Lorenzo

Labor's message to Eastern Air Lines Chairman Frank Lorenzo is solidarity with the Machinists. It was demonstrated at Eastern's headquarters in Miami as the strike deadline neared. AFL-CIO President Lane Kirkland, IAM President William W. Winpisinger and other Executive Council members join the rally by Eastern's Machinists and members of allied unions. And it was repeated in cities across the country where multi-union coordinating committees mounted "Fairness at Eastern" campaigns. Story on Page 4.

Employer pension grab cries out for action

Bal Harbour, Fla.

Nearly 2 million workers have been cheated out of more than $19 billion in retirement benefits because of wholesale management raids on pension funds in the last decade, the Executive Council charged.

The rape of pension funds has been spurred by a bullish stock market, which has artificially inflated the paper value of these funds, creating the illusion that the retirement plans are overfunded.

Management skimmed off these "excess assets" by wholesale terminations of pension plans—ignoring the fact that retirement benefits represent deferred income and that workers therefore "have a fundamental right to pension fund assets," the council emphasized.

The federation noted that when plans are terminated, many workers are

Text on Page 6

forced to take reduced pension benefits while others lose retirement income altogether.

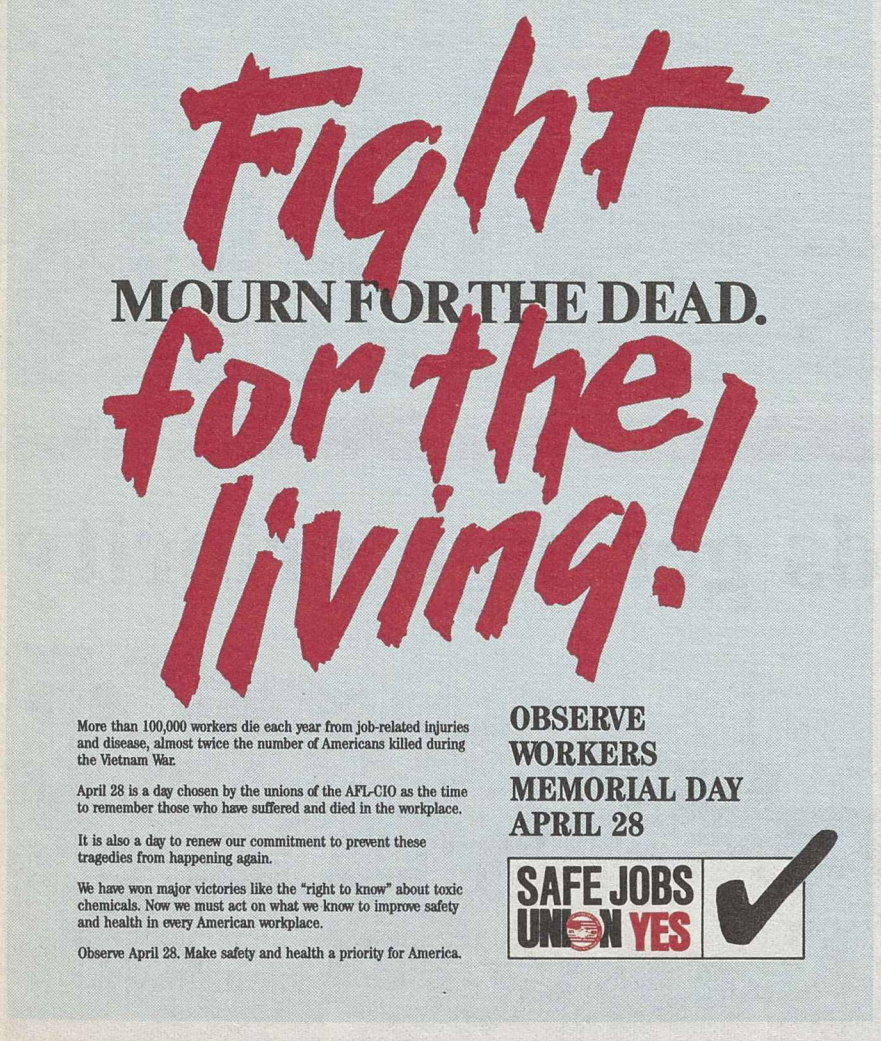
At times, the council said, existing plans are replaced by annuities that provide no safeguard against inflationary pressures. It cited a Labor Dept. report showing that in these instances, participants ended up receiving only 55 percent of what they would have gotten if the plan had not been terminated.

The AFL-CIO criticized the trend to exploit pension funds in financing corporate mergers and takeovers, when they could be better invested in "productive enterprises which would preserve workers' jobs and strengthen the economic base of local communities."

Noting that Congress has granted $40 billion a year in corporate tax breaks so that management can provide pension programs for workers, the council called for legislation to impose "sharp restrictions on the ability of employers unilaterally to appropriate pension funds."

It recommended a multi-pronged approach to:

- Guarantee that workers and retirees share in any pension plan "excess assets" that employers claim exist.
- Allocate such assets first to satisfy the basic pensions of workers and retirees before the remainder is used for any other purpose.
- Divide up remaining assets among employers, employees and retirees in such a way as to establish an adequate replacement for the pension program being terminated.
- Permit collectively bargained pension plans to allocate "excess assets" for some other agreed-upon purpose.



Workers Memorial Day to stress 6 tragic sites

Bal Harbour, Fla.

Plans for Workers Memorial Day, to be held Apr. 28, were approved by the Executive Council, following a report by federation Vice President Lynn R. Williams and Safety Director Peg Seminario.

Williams, president of the Steelworkers, heads the council's Committee on Safety & Occupational Health. He reported on the variety of events planned for Workers Memorial Day.

The AFL-CIO will coordinate events at six sites—Bridgeport, Conn., Cincinnati, Kansas City, Houston and Henderson, Nev. "These are sites of catastrophes or significant safety and health problems," Williams said. Activities at these sites are being coordinated by federation field staff working with state AFL-CIOs, local central bodies and affiliated local unions.

Under the themes of "Mourn for the Dead, Fight for the Living" and "Safe Jobs, Union Yes," the AFL-CIO has developed a kit of materials to assist affiliates in organizing their own activities in other communities across the nation, Williams said. The kit contains printed materials and camera-ready art that can be used in labor publications and distributed to their members.

One meeting of union coordinators was held Feb. 15 and a second is set for Mar. 8, Williams told the council.

Seminario described the Workers Memorial Day as designed to deliver the message that on this one day workers will mourn those who have been killed on the job and on the other 364 days of the year, they will fight to protect the health and safety of those in the workplace.

The activities planned for the day, Seminario said, will include rallies, memorial services public hearings, noontime vigils, moment of silence and workshops.

AFL-CIO puts push behind urgent needs of working families

Continued from Page 1

Care (ABC) and expansion of Head Start programs for pre-school children.

"The working standards and social services provided by these legislative initiatives will enable workers to be both productive employees and responsible family members," the council stressed.

Other statements related to family concerns adopted at the five-day meeting included calls for:

• A long overdue increase in the federal minimum wage to $4.65 an hour. The pay floor has been stalled by congressional inaction at $3.35 an hour since 1981 while the cost of living increased 36 percent.

• Overhaul of federal housing policy. The combination of high interest rates and soaring costs while wage rates lag have put home ownership out of reach for many working families.

• Cleaning up the disorder in the savings and loan industry, which has been a vital source of funds to families for home mortgages.

"America's savings and loan industry is a mess," AFL-CIO President Lane Kirkland told reporters at a press conference.

Like other industries that have been deregulated, Kirkland observed, "the savings and loan fiasco teaches us why they were regulated in the first place."

Other key statements focused on the safety and health hazards that workers, families and communities are exposed to from federal nuclear facilities, the Labor Dept.'s abandonment of industrial homework prohibitions, child labor, abuses in developing countries, efforts of unions to gain fair contract settlements at Eastern Air Lines and follow-up legislation to stem the job-destructive foreign trade deficit, including the monitoring of foreign ownership of U.S. plants and business properties.

Senate Majority Leader George Mitchell (D-Me.) told council members that the Democratic leadership in Congress will keep an "open door" to priorities on labor legislative agenda.

Mitchell stressed the need for balanced U.S. economic growth, voicing particular concern about the nation's import-battered manufacturing sector.

Labor Sec. Elizabeth Dole told the council that a primary objective of the Administration is to upgrade and expand skills retraining programs.

Others addressing the council included Israel Kassar, secretary general of the Israeli labor federation, Histadrut; Ben Love, executive director of the Boy Scouts of America, and officials of the National Leadership Commission on Health Care, who noted the plight of 37 million Americans who do not have health insurance.

The council designated Marian Wright Edelman as the recipient of the 1989 Murray-Green Meany award, which will be presented at federation's national Community Services conference in Washington June 15. She heads the Children's Defense Fund.

In a report on the federation's Article XX internal disputes plan, Sec.-Treas. Thomas R. Donahue disclosed that of 84 cases filed last year, 60 were settled in mediation and decisions on 24 cases are pending. Violations were found in 26 cases and no violations were found in nine others.

Three affiliates—the Broadcast Employees & Technicans, Hospital & Health Care Employees, and the Oil, Chemical & Atomic Workers—are under sanctions for violations.

Under Article XXI, dealing with procedures for organizing responsibilities, Donahue reported that of the 32 cases filed last year, 13 were settled in mediation and six are pending mediation. In 13 cases involving umpire decisions, six affiliates were granted exclusive organizing rights, no exclusive rights were granted in five other cases and two cases were dismissed.

Donahue also reported that the federation made $540,000 in contributions to various labor-backed national organizations and institutes during 1988. The council approved new contributions totaling $1.3 million for support groups that include the A. Philip Randolph Institute, Coalition of Labor Union Women, Labor Council for Latin American Advancement and National Council of Senior Citizens.

The council voted approval for merger of the Marine & Shipbuilders with the Machinists and the Tile Finishers with the Carpenters. Donahue reported that the Locomotive Engineers are conducting a membership mail referendum on affiliation with the AFL-CIO with results expected Apr. 1.

The council's next scheduled meetings are May 2-3 in Washington and August 8-9 in Chicago.

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Minimum wage hike long overdue

Hawkins, Kennedy bills would reach $4.65 in 3 steps

During the eight years of Ronald Reagan's presidency, most American workers saw a drop in their real wages and salaries. The drop was the most dramatic for those who could afford it the least—people working for the minimum wage.

Congress is now considering legislation to remedy this inequity. H.R. 2 and S. 4 are AFL-CIO-supported bills introduced by Rep. Gus Hawkins (D-Calif.) and Sen. Edward Kennedy (D-Mass.). Both bills would increase the minimum wage in three yearly step increases, from $3.35 to $4.65 by 1992. If enacted, they would help millions of our poorest workers regain some measure economic justice.

The 1938 Fair Labor Standards Act established the minimum wage as a commitment to the American belief that hard work should receive adequate reward. Since 1938, the minimum wage rate has hovered somewhere near 50 percent of the average hourly earnings of all non-supervisory workers.

Congress has acted six times to keep the minimum within that range. However, no legislation has been passed since 1977, and the last step-increase to the current $3.35 an hour took effect in 1981, just as President Reagan took office.

In its 51-year history, the minimum wage has never remained unchanged for so long. The $3.35 an hour, which was 48 percent of average earnings in 1981, is now at an all time low of 35 percent. Between 1978 and last December, prices surged 90 percent, while the minimum wage increased by less than 27 percent, leaving minimum-wage workers 63 percent behind the cost of living.

Assuming that minimum-wage workers put in 50 weeks per year and 40 hours per week—and these are generous assumptions—they would earn $6,700 per year. This is about $1,158 less than it takes to support one adult and one child at the poverty level, $2,731 less than is needed for a family of three, and $5,391 less than is needed for a family of four.

A profile of minimum-wage workers illustrates the effect of this wage-stagnation. In 1986, while there were 116.2 million employed hourly and salaried workers:

- More than 8 million worked at the minimum wage or less, 18.8 million at $4 per hour or less, and 32 million are the "working poor" at $5 per hour or less.
- Adults (18 and over) comprised 84 percent of those working at the minimum wage or less, 89 percent of those working at $4 per hour or less, and 97 percent of wage earners at $5 per hour or less.
- 26 percent of those working at or below the minimum wage were heads of households. Over 90 percent of these households needed another wage earner and/or relied on public assistance to survive.
- Fully half of the country's 7 million heads of poor households worked at least part-time; almost 1 million worked full-time year-round.
- A fourth of the 12 million poor children in the country live in two-parent families in which one of the parents works full-time year-round.
- Women make up 46 percent of the workforce but comprise 60 percent of those earning less than $5 per hour and are 64 percent of those at the minimum wage or less.
- One of every five homeless Americans holds a full- or part-time job.

So that these low-wage workers can make ends meet, federal, state and local governments have been paying billions in taxpayer-financed welfare benefits and services. In effect, taxpayers indirectly subsidize employers who refuse to pay a living wage.

H.R. 2 has been referred to the House Education & Labor Committee, where a mark-up is expected by the middle of this month. A tentative floor date of Mar. 22 has been set for a vote by the full House of Representatives.

A Mar. 8 mark-up of S. 4 has been scheduled in the Senate Labor & Human Resources Committee.

Both bills would increase the minimum wage by 50 cents to $3.85 on January 1, 1990; two 40-cent increases would follow in 1991 and 1992, bringing the minimum wage to $4.65 three years after enactment. Both bills would raise the current exemption for companies with annual gross revenues of under $362,500 to $500,000.

The House bill contains a business-supported provision to raise the current "tip credit" exemption rate from 40 percent to 45 percent on January 1, 1990. In addition, it would establish a five-member commission to advise Congress on future changes in the minimum wage.



Senate Majority Leader George Mitchell meets with the AFL-CIO Executive Council.

Capitol Digest

Family & Medical Leave Act passes House subcommittee

On Feb. 28 the House Labor-Management Subcommittee voted 11-5 to approve H.R. 770, the Family & Medical Leave Act of 1989.

The labor-supported bill is designed to help working Americans cope with the often contradictory responsibilities of job and family. It was scheduled for a mark-up in the full House Education & Labor Committee on Mar. 8.

In a rapidly changing society, with both mothers and fathers at work, it has become clear to many lawmakers that a national family leave policy is a vital necessity. H.R. 770 would require companies with 50 or more employees to offer 10 weeks of unpaid leave for the birth or adoption of a child, or the care of a seriously ill child or parent. It also includes 15 weeks of unpaid, job-guaranteed leave for an employee's own serious health condition.

Foreign ownership bill introduced in House

While America's economic fears are dominating business headlines, foreign investors, reacting to the devaluation of the American dollar, are on a buying spree. Foreign real estate holdings in Los Angeles, New York City and Hawaii are soaring.

Sony's purchase of RCA records and Rupert Murdock's purchase of major media outlets have gone largely unnoticed by the American public, but foreign investment in the United States is currently estimated at $1.5 trillion.

The government has no way to measure the possible economic consequences of this investment, because adequate information has never been obtained.

Despite opposition from the Bush Administration, House members are attempting to institute a system to collect this important information. H.R. 5, a new bill, would require foreign investors to file a report when they purchase U.S. companies or real estate.

Alabama workers blast employer's $4 million pension ripoff

Zack Carter, like his uncle, grandfather and great-grandfather before him, worked for the Alabama Dry Dock & Shipbuilding Company in Mobile, Ala.

Carter came to Washington last month to warn that without congressional action, the pension fund will be looted of $4 million that the Alabama company claims is "surplus assets."

Carter, now the president of the Machinists local, testified before the Senate Labor Subcommittee on behalf of the shipbuilder's 800 workers and 770 retirees.

Far from being "surplus," said Carter, these monies are vitally needed by his membership to upgrade their paltry retirement benefits. Senators were told about Wiley James, a church deacon, who worked more than 30 years at the company and receives only $100 per month in retirement benefits.

The employees never imagined that this nightmare could happen, Carter said. Workers assumed that their futures were secure.

In March 1987, everything changed. The company seized $4.6 million out of the salaried workers' plan to use for corporate purposes. In December 1987, they threatened to shut down the union shipyard if hourly workers didn't give up some of their pension assets. The membership countered with an all-out publicity campaign.

In May 1988, the company initiated negotiations intended to force a shutdown. If the only way it could get access to workers' money was to break the contract and shut down the plant, Addsco was prepared to do it.

At the end of 1988, the company fired 800 union workers and moved production right next door to its nonunion yard. A few weeks before the shutdown, Addsco announced that if the law allowed it, the company would cancel the pension plan to use the "surplus" for corporate purposes such as paying off workers' compensation claims and OSHA fines brought against the company.

"This is an outrage," Carter told the subcommittee. "The company wants to take union workers' pension money to pay for the injuries they inflicted on us."

Addsco workers are not alone. Management seizure of "surplus" corporate pension assets (defined by law as funds that exceed the amount needed to provide pension benefits to current and former employees) is becoming more and more common. A loophole in current law allows companies to grab this "surplus," but only if they first terminate their pension plan.

Since 1980, U.S. businesses have scrapped sound, well-financed pension plans covering 1.9 million workers and pocketed $19.7 billion in assets. This wholesale looting is carried on both by Wall Street raiders who cash out pension plans to finance corporate takeovers and by company executives who skim so-called "excess" assets when market values of pension fund investments are high, leaving too thin a margin when investment values decline.

For several years, the AFL-CIO has maintained that these practices are unethical and pose a grave threat to the future security of millions of American workers. Provisions to halt the practice known as pension termination and reversion were added to legislation in 1987 and 1988, but were never enacted.

Also testifying at the hearing was Bert Seidman, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security. He called on the new Congress to develop and enact effective legislative controls.

At the center of the debate is who owns the pension assets—workers or their companies. Labor insists that pensions are deferred wages which belong to the workers who bargained for them by giving up increased pay or other benefits. Of the plans which were terminated in 1988, it is estimated that 50 percent to 75 percent may not be replaced.

The federation is asking lawmakers to protect workers' retirement security by restricting corporate raids on pension funds, to assure that workers share fairly in so-called excess assets of terminated pension plans and to adopt strong economic incentives to encourage the replacement of terminated plans.

Labor rallies support for Eastern Machinists

America's unions rallied to the support of Eastern Airline's 9,500 Machinists in their battle for survival against an employer who has busted unions, plundered a once-great airline, and is demanding a new round of pay and benefit cuts from workers who have already sacrificed $1.5 billion in wages to keep Eastern flying.

A confrontation appeared inevitable unless President Bush assists the collective bargaining process by establishing a Presidential Emergency Board to make recommendations for a settlement.

That's what the National Mediation Board, the unions at Eastern and the AFL-CIO have asked him to do. Both sides in the dispute would then be obligated to maintain existing conditions while the fact-finding is in process and during a subsequent bargaining period.

If a strike is forced, the AFL-CIO made clear to Eastern Chairman Frank Lorenzo that his battle with the Machinists who maintain and service Eastern's planes will pit him against the entire labor movement.

Lorenzo has chosen "to purchase a good company and strip its assets, rather than operate it fairly and decently," AFL-CIO President Lane Kirkland said at a Mar. 2 conference at federation headquarters. He termed Lorenzo a "corporate buccaneer" whose tactics are destroying Eastern's chances of survival.

With Kirkland in front of the television cameras were leaders of Eastern's Pilots and of the Transport Workers local that represents its flight attendants. William Genoese, the Teamsters airline director, said that no union-driven truck will cross a Machinists picket line at any airport or anywhere else.

Capt. Jack Bavis, chairman of the Pilots Master Executive Council at Eastern, announced rejection of a last-minute contract offer that the company tried to portray as agreeing to the job security conditions the Pilots had sought.

In fact, it would take away benefits and pay, Bavis said. He accused Eastern of trying to deceive its pilots and the public, with "a public relations gimmick."

Machinists President William W. Winpisinger affirmed his union's willingness to negotiate up to the last minute in search for a settlement. But he made clear there would be a strike if the company unilaterally imposes the pay and benefit cuts it has demanded. IAM members voted 97 percent for a strike.

Steelworkers President Lynn R. Williams was on hand in his key role as chairman of the Executive Council committee that has mobilized labor's resources for a nationwide Fairness at Eastern Campaign. Its other members are Service Employees President John J. Sweeney, AFSCME President Gerald W. McEntee, Food & Commercial President William H. Wynn and Winpisinger.

Nearly every AFL-CIO union has named a national coordinator to work with the committee and the federation's field staff on organizing support for the Machinists if a strike is forced. The AFL-CIO's state and local central bodies have key roles in 13 cities where Eastern has key facilities.

Earlier, at the AFL-CIO Executive Council meeting, Kirkland and other council members marched with Machinists and members of allied unions at Eastern's headquarters in Miami.

Airline labor-management relations are governed by the Railway Labor Act, which is designed to avoid work stoppages. When the National Mediation Board declared an impasse in the IAM-Eastern negotiations, it was required to propose arbitration to both parties. The Machinists accepted, the company refused. The mediation agency then asked Bush to set up an emergency board.

No President, Democrat or Republican, has ever rejected such a recommendation in the 33 previous times the NMB has made it. But Eastern, saying that it needed a new round of pay cuts to stay in business, took out costly full page newspaper ads to urge Bush not to appoint an emergency board.

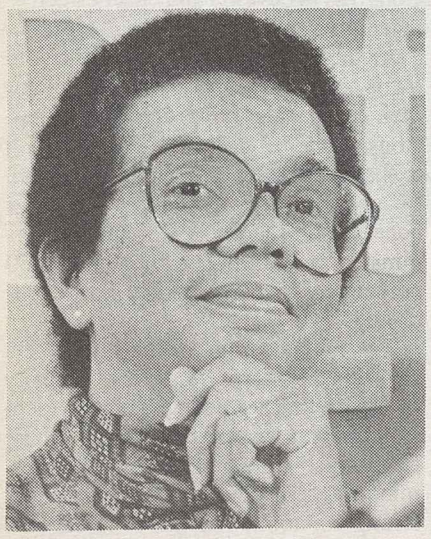


Labor Sec. Elizabeth Dole meets with Executive Council.

AFL-CIO honors Edelman

Bal Harbour, Fla. Marian Wright Edelman, president of the Children's Defense Fund, was chosen by the AFL-CIO Executive Council to receive the 1988 Murray-Green-Meany award, the highest honor bestowed by the federation.

Edelman was selected in recognition of her lifetime of service on behalf of the poor, the underprivileged and the disadvantaged.



Marian Wright Edelman

She served as a staff attorney of the NAACP Legal Defense & Educational Fund Inc. in New York and as the fund's director in Jackson, Miss., for five years. In 1968, Edelman joined the Southern Center for Public Policy, a Washington-based public interest law firm that founded the Children's Defense Fund. She has been president of the fund since 1973.

A graduate of Spelman College in Atlanta and Yale Law School, she holds honorary degrees from dozens of colleges and universities and has received scores of awards and citations, including the 1987 A. Philip Randolph Award from the National Urban Coalition.

Edelman is a prolific writer of articles and papers in the area of child advocacy, school desegregation and human rights and has been the principal author of a number of books, the most recent being "Families in Peril: An Agenda for Social Change."

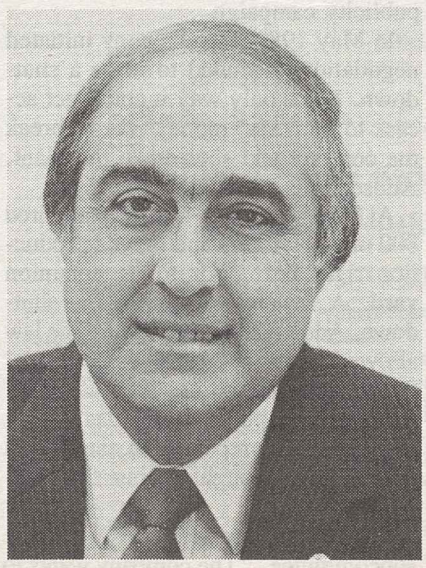
The Murray-Green-Meany award, established in 1956 to honor outstanding humanitarian service, consists of a medal and a $5,000 grant. Edelman will receive the award June 15.

Newsmakers

JACK F. OTERO, vice president of the Transportation Communications Union, was elected the vice chairman of the Democratic National Committee for registration and voter participation. He is one of five DNC vice chairmen.

Otero, 55, is responsible for TCU's legislative and political action programs. A long-time Democratic activist, he has served 12 years as an at-large DNC member and eight years as a member of the DNC's Rules Committee.

As the founder and president of the Labor Council for Latin American Advancement, he has put together successful registration and get-out-the-vote programs across the country. Otero also served on two presidential commissions under Jimmy Carter and is a board member of the National Consumers League.



J.F. Otero

FLOYD E. SMITH, a former Machinists president and AFL-CIO vice president for eight years, died Feb. 27 in Seattle following a long illness. He was 76.

Smith served as IAM president from 1969 to 1977, and for eight years prior to that, he was a vice president of the union based in Cleveland.

IAM President William W. Winpisinger praised Smith's dedication and foresight in devising the union's Program for Progress in 1976. "Red's long-range program for putting the union on a sound financial footing certainly helped the union deliver better service to its membership," Winpisinger said.

Smith was elected an IAM vice president in 1961. Based in Cleveland, he served members over an 11-state area, until becoming the union's president in 1969.

MICHAEL P. McNALLY, retired secretary-treasurer of the Graphic Communications Union, died recently of a heart attack in Denver at age 70. He was the secretary-treasurer of the Printing & Graphic Communications Union from 1978 until it merged with the Graphic Arts Unions to form the GCIU in July 1983. He retired in June 1988. He joined the Printing Pressmen's Union in 1946, was elected business agent and secretary-treasurer of the Denver local in 1958. He was elected an IPGCU vice president in 1976. McNally served as an executive board member on the AFL-CIO Maritime Trades Dept. and the Colorado Labor Advocate newspaper, and secretary-treasurer of the Denver Allied Printing Trades Council.

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This four-page pullout section includes major portions of key AFL-CIO Executive Council statements from its February 1989 meeting.

Council Actions

'Small investments in the economic security and stability of families will pay rich dividends for generations to come.'

Working Family

As the struggle to achieve and maintain decent living standards becomes ever more difficult, the number of American families in which all adults are wage earners is increasing. For millions of workers, the result is an anguishing conflict between job requirements and family responsibilities. Fortunately, the enactment of federal legislation to help cope with this dilemma is finding growing support within Congress.

The AFL-CIO strongly supports legislation introduced early in the 101st Congress to provide minimum standards for family and medical leave, a better and more affordable child care system, and an increase in the federal minimum wage. We also encourage our affiliates in their continuing efforts to seek benefits for working families through collective bargaining and any other means.

The past decade has seen a dramatic increase in the number of working women, two-income families, and single-parent households. During this time, two-thirds of the entrants into the labor market have been women, and by next year they will constitute half of the workforce. Currently, two-thirds of women with children under the age of three are working.

These demographic trends have created the clear need for national policies to help working Americans balance their job requirements with family responsibilities, particularly dependent care. As increasing numbers of working families face conflicts between home and workplace, they will require assistance in the form of adaptable working conditions and public services to do both jobs responsibly.

It is encouraging that the debate in Congress now appears to be shifting away from a dispute over the need for any federal initiatives at all, and toward a sensible discussion regarding which programs would be the most desirable and effective to address the pressing needs of working families in America.

The AFL-CIO urges Congress to adopt the Family and Medical Leave Act, which would permit a qualified worker to take temporary unpaid leave, without fear of job loss, for the birth or adoption of a child and the serious illness of a child or parent.

Elder care is included in this legislation because by the year 2025, Americans over 65 years of age will make up 40 percent of the dependent care population. In addition, the Family and Medical Leave Act would permit a period of unpaid leave for a worker's own serious illness. During this temporary unpaid leave time, any health benefits would remain in force.

We also support the Act for Better Child Care (ABC) and other similar legislative proposals to increase the supply and variety of child care, improve its quality, provide parental choice and involvement, set minimum health and safety standards, and target federal funds to low- and moderate-income families. In addition, we support the expansion of Head Start and school-based early childhood education initiatives for pre-school children.

The working standards and social services provided by these legislative initiatives will enable workers to be both productive employees and responsible family members. As we promote the economic security and stability of families, we advance the economic and social health of the nation. These are small investments which will pay rich dividends for generations to come.

Minimum Wage

A fair increase in the federal minimum wage is long overdue. Congress has not legislated on the matter since 1977. No increase has taken place since 1981. Since then, the minimum has been stalled at $3.35 an hour, while the cost of living has increased by 36 percent.

Although 12 state legislatures have voted to require employers to pay more than the federal law provides, congressional action has been stalled again and again, most recently by a Senate filibuster last year. Since that shameful episode, the real value of the minimum wage has been further eroded. It does, in fact, take $4.56 to purchase as much as the $3.35 minimum did when it took effect in January 1981.

The AFL-CIO urges Congress to act quickly and favorably on the proposals of Senator Kennedy and Representative Hawkins. Such action will represent a major step toward justice for America's lowest-paid workers.

Trade and Investment

There is no end in sight to the crippling deficits that have seriously injured our economy and made the United States the world's largest debtor nation regardless of some improvements in America's international trade balance in 1988.

Export growth, while important, will not by itself eliminate the U.S. trade deficit. Other nations will not jeopardize their own national production by importing more American-made goods. U.S policy must reflect this reality if it is to be successful.

If the trade deficit crisis is to be solved, it is essential that the U.S. go beyond its current reliance on macroeconomic policy tools. Without strong new government policies, the U.S. will continue to experience a loss of jobs, destructive trade deficits, a growing level of international debt and damaging giveaways of technology and markets.

The AFL-CIO believes that such a program must include the following elements:

- Negotiations of trade deficit reduction agreements with countries enjoying large trade surpluses with the U.S. These bilateral agreements must establish binding and specific timetables for the reduction of those surpluses.
- Vigorous enforcement of the Omnibus Trade and Competitiveness Act of 1988, that provides the Administration with new tools to address unfair and discriminatory trade practices. So-called Super 301, the telecommunications title, and the Buy American title are among the bill's provisions that can help bring more fairness and equity to America's trade relationships.
- Fullest use of provisions that explicitly make the denial of internally recognized worker rights an actionable practice under U.S. trade law.
- Enactment of legislation to require the disclosure and monitoring of foreign investors in the U.S., including information on proposed plant shutdowns.
- Enactment of legislation to bring some order and stability to trade in textiles, apparel, and shoes.
- Renewal, for five years, of the Voluntary Restraint Agreements (VRAs) on steel mill products and especially of semi-finished products and extension by Congress of the authority needed to implement the VRAs.
- Enactment of legislation to address the serious problem of less-developed country debt—including substantial forgiveness by the lending institutions of the principal owed, as well as reductions in interest rates.
- Expansion and funding of trade admustment assistance to help workers harmed by trade.
- Continued prohibition of the export of Alaskan crude oil, and the retention of domestic carriage of that oil for U.S. flag vessels.
- Safeguarding of import-sensitive industries in any extension of the Caribbean Basin Initiative.
- Enactment of legislation and the implementation of policies to promote the development and domestic manufacturer of High-Definition Television.
- Action by Congress and the Administration to block the proposed agreement between General Dynamics and Mitsubishi Heavy Industries for development and production of Japan's FSX fighter plane.
- Action by Congress and the Administration to block the proposed transfer of tank production facilities from Michigan to Egypt.

In addition to a comprehensive national program to address these problems, the United States must tackle these issues in the ongoing Uruguay Round of Multilateral Trade Negotiations. Specifically, the U.S. must press for GATT mechanisms to reduce large trade imbalances; permit funding for needed adjustment programs; provide relief for trade impacted industries, and address unfair trade advantages gained through the denial of internationally recognized worker rights or the maintenance of repressive working conditions.

The AFL-CIO urges the Administration and the Congress to move forward on theses important trade matters on both the national and international level.

Multi-Purpose Vehicles

In countermanding the tariff classification established by the Customs Service to govern the importation of multi-purpose vehicles (MPVs), the Treasury Department has capitulated to foreign political pressure, pointlessly increasing the U.S. trade deficit and undermining the jobs of U.S. workers.

The Customs Service's decision to classify MPVs uniformly as light trucks, subject to a 25 percent tariff, was entirely proper. It was reached after comprehensive review, in accordance with the Customs Service's mandate to implement the Harmonized Tariff Schedule.

The Treasury Department's arbitrary action in overruling that decision was entirely improper. It deprives the Treasury itself of up to a half-billion dollars in tariff revenue. It declares open season on the U.S. multi-purpose vehicle market for any and

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all foreign producers including producers of some of the most unsafe vehicles on our streets.

It opens America's gates even wider to the flood of imports that have swept away tens of thousands of jobs in the U.S. automotive industry. And it signals to America's trading partners that her tariff laws can be manipulated and negated by lobbyists and influence peddlers in the pay of foreign interests.

We call on President Bush to act at once to reverse the unwise and unfair action of the Treasury Department and to see that the nation's tariff-setting process is conducted in an orderly manner, without interference by foreign powers.

Housing

For many Americans and their families, decent housing is an unattainable dream.

New home prices have been driven up by high interest rates and soaring land prices while wage rates of potential buyers have lagged behind rising costs. This combination has put home ownership out of the reach of many working families in parts of the country. Renters are also feeling the crunch as they find themselves forced to commit increasing portions of their incomes to housing costs.

Throughout the 1980s, slashes in programs to provide the federally-backed construction of lower rent public housing coincided with the increase in the numbers of poor Americans.

Many American communities now face the dilemma of homeless people, including some who have jobs but cannot afford the cost where they work. In its annual survey of homelessness in major cities, the United States Conference of Mayors found that requests for emergency shelter increased by an average of 13 percent last year, and officials in nearly every city surveyed expect the need to be even greater in 1989.

Adequate programs to address these critical problems should be included in the federal budget and addressed in federal policies.

Those programs should include support for labor-affiliated and other non-profit organizations that are working to provide for construction of badly needed rental and homeownership opportunities for moderate-income families. Yet the Reagan 1990 budget would kill these recently authorized Nehemiah housing opportunity grants, rescinding the $20 million in funds for the program.

The Reagan Administration's only budget proposal was the very expensive option of vouchers for low-income rental housing while providing only limited assistance for new construction of housing for lower-income families.

In many areas, there is not enough low-income housing for vouchers to be used. Over the long run, the government saves more money by providing housing assistance through publicly-owned housing than through privately-owned housing that requires more and more subsidies to keep up with rents that rise with inflation.

The AFL-CIO notes that the Bush Administration has already taken a positive step in restoring the cuts in the McKinney grants for emergency help to the homeless. We urge the Department of Housing and Urban Development to play an active role in developing programs and policies to assist homeless Americans.

The AFL-CIO calls on the Administration and Congress to:

- Fully fund and implement the Nehemiah housing opportunities program so that it can begin operating as scheduled on July 1st of this year. In order to give this plan for home ownership assistance a fair test, it should be continued for at least a year beyond the program authorization expiration date of September 30, 1989.
- Continue and expand assistance to federal programs which provide aid to new construction of units for poor, elderly, disabled and homeless Americans. In particular, assistance for the construction of additional low-rent public housing units should be included.
- Enact the Permanent Housing for Homeless Americans Act of 1989 to add to and preserve housing that can be used to house the homeless.

Savings & Loan Mess

America's savings and loan industry is in a mess. Government deregulation has opened the door to corruption and incompetence among savings and loan officers, speculative lending practices and loose accounting procedures. Just to clean up the messiest operations and pay off the federally insured deposits may cost as much as $100 billion.

Curtailment of government oversight and failure to prosecute wrongdoers over the last decade reflects failure by the government to carry out the responsibilities that go with its insurance obligations.

The AFL-CIO has long supported savings and loans as an important source of funds for home mortgages. As in other industries where there has been deregulation, the savings and loan fiasco teaches us why they were regulated in the first place.

We call upon the Administration and Congress to prosecute the swindlers, raise the funds needed for the rescue in a fair manner, re-establish appropriate regulations and return savings and loans to their basic mission of support for home mortgages.

Pensions

Since 1980, the long-term economic security of nearly 2 million workers has been jeopardized by employers who have terminated single-employer pension plans and raided the plans for more than $19 billion of so-called "excess assets."

Workers have a fundamental right to pension fund assets. Employers who terminate pension plans to skim off "excess assets" violate that right and deprive workers and retirees of their pension protection.

The $40 billion in annual tax breaks that employers receive for providing pensions is granted by Congress because pension plans are intended to be permanent.

In some cases, workers have been forced to take reduced pension benefits in the form of annuities that provide no protection against inflation. The Department of Labor estimates that participants who are put to that option lose an average of 45 cents for every dollar that they would have received if the plan had not been terminated.

Participants in terminated pension plans also may be forced to accept replacement plans with less generous benefits, and some workers may lose pension benefits altogether. Workers may find their pension funds misused by employers to finance corporate mergers and takeovers rather than invested in productive enterprises which would preserve workers' jobs and strengthen the economic base of local communities.

The AFL-CIO calls upon Congress to pass legislation that protects the pension rights of workers and retirees by placing sharp restrictions on the ability of employers unilaterally to appropriate pension funds. This legislation should include the following principles:

1. Where the employer claims that there will be so-called "excess assets" after a termination, workers and retirees should have the right to share in these assets with employers.

2. Such assets must first be allocated to satisfy the basic benefit security needs of workers and retirees *before* such assets are used for any other purpose. Benefit security should include assets necesary to fund benefits on an actuarially sound basis and assets necessary to shield plans from market downturns and inflation.

3. Once these basic benefit suecurity needs are met, *remaining* assets should be allocated among employers, employees and retirees with financial incentives to encourage the continuation of defined benefit plans. When a pension is terminated, the percentage of excess assets made available to em-



'As in other industries where there has been deregulation, the savings and loan fiasco teaches us why they were regulated in the first place.'

ployers should bear a direct relationship to the type of replacement plan provided, with the largest amount allocated to employers who establish defined benefit replacement plans.

4. Collectively bargained pension plans should be permitted to allocate excess assets for some other agreed-upon purpose.

Nuclear Safety

Conditions at many Department of Energy nuclear facilites pose a serious threat to safety, health and the environment. Over the past three decades, radioactive releases and improper dumping of hazardous and radioactive wastes have exposed workers and the public to serious risks and have contaminated the environment. Safety hazards and engineering problems have resulted in the shutdown of a number of operations at key DOE facilities which are critical to weapons production, and thus threaten national security.

Secrecy, lack of accountability and commitment, and decentralized management are all major factors which have led to the current crisis. DOE oversight of the private contractors who operate the federally-owned DOE facilities has been grossly inadequate or non-existent. Production has been placed above safety and health concerns. Additionally, DOE facilities are not subject to OSHA or federal and state environmental laws—only to DOE's internal requirements. Claims of ''confidentiality'' and ''national security'' have been used by DOE and its contractors to block workers' and unions' attempts to address safety, health and environmental concerns.

Conditions are so dangerous that the U.S. Environmental Protection Agency has refused to send its own investigators into one of the facilities.

The costs resulting from DOE's decades of neglect will be enormous. The Department and the General Accounting Office estimate that federal expenditures for bringing DOE production plants into compliance with health and safety laws, and for cleaning up environmental contamination, will be at least $53 billion and may run higher than $200 billion. In addition, DOE says another $52 billion will be needed to fund a crucial modernization program.

The unions which represent workers at DOE facilities have been fighting for some time to bring safety, health and environmental problems into public view and to force DOE and its contractors to improve conditions at these plants. We support the efforts of these unions and the joint Metal Trades Department-Industrial Union Department Nuclear Workers Committee to press for government action and to establish health surveillance programs for workers at risk of disease.

In contrast, DOE has proposed to close and relocate major production facilities at Rocky Flats, Colo., Fernald, Ohio, and Hanford, Wash. This action will do nothing to clean up existing plants and may only lead to contamination at additional sites, while at the same time displacing thousands of skilled workers, for whom there are no plans to provide economic assistance or health surveillance.

Even with labor's best efforts, legislation and adequate funding are needed immediately to address the crisis at DOE plants to assure protection of workers, the public and our national security. Facilities must be cleaned up and modernized. There must be greater oversight and accountability of DOE and its contractors, and facilities must be subject to safety, health and environmental regulations and enforcement. A health surveillance program should be established for current and former workers who are at risk of disease from radiation and toxic exposures. Every effort should be made to keep DOE plants operating with the full protection of safety, health and the environment to forestall displacement of thousands of workers. For workers who lose their jobs, economic protections must be provided.

Dollars Against Diabetes

The ''DAD's Day'' campaign, a project of the AFL-CIO Building and Construction Trades Department, has become an integral part of the ''Blueprint for Cure'' fund-raising effort in support of diabetes research. Thanks to the collection efforts of tens of thousands of union members, this program has raised more than $1.3 million during the past two years for the construction of research and patient care facilities at the Diabetes Research Institute at the University of Miami School of Medicine.

The goal of the DAD's Day campaign is to raise $10 million to help find the cure for diabetes, a disease causing blindness, heart failure, kidney disease and death for millions of Americans.

DAD's Day is yet another example of organized labor's community activism and dedication to the cause of building a better society through volunteer efforts. The AFL-CIO applauds the commitment of the Building and Construction Trades Department in the search for a cure for diabetes, and we encourage all national and international affiliates to lend their support in any way possible.

Maquiladora Toxics

American-owned operations in the ''maquiladoras'' just across the Mexican border have multiplied in size and number during the last eight years. As we have pointed out many times before, these activities have completely failed in their purported purpose of creating decent jobs on both sides of the border. Not only do they employ more than 300,000 Mexican workers at substandard wages and working conditions, producing products almost entirely for the U.S. market, they pose a deadly threat to those living on both sides of the border as they release toxic wastes into the air, the water, and the soil. Further, because of the uncontrolled growth of the so-called ''twin plant'' program, essential infrastructure development of housing, sewage systems, water supplies and roads and bridges has not kept pace and is dangerously inadequate.

The dimensions of the problem are outlined in a report, released today, entitled *The Maquiladoras: The Hidden Cost of Production South of the Border.* The report, commissioned by the AFL-CIO and authored by Leslie Kochan, documents:

- The threat of toxic poisoning caused by industrial accidents or unsafe transportation of toxins.
- The lack of adequate waste treatment facilities on both sides of the border.
- The denial to Mexican workers of basic health and safety protections.
- The pollution of drinking water supplies and irrigation waters and the potential extinction of many fish and wildlife species in the area.
- The endangerment of the fragile ecosystem by indiscriminate disposal of waste in land dumps.

The AFL-CIO believes this report is an important first step in identifying some of the health and environmental problems cause by this program. We hope it will awaken the governments and citizens in both countries to this crisis and will become a catalyst for effective solutions to these problems. We believe that at a minimum the following steps must be undertaken if further damage is to be prevented:

- Legislation requiring American companies that invest in Mexico to produce goods that are exported to the United States to observe all U.S. environmental and occupational safety and health laws in their operations in Mexico and providing that failure to observe such requirements would result in import restrictions.
- Changes in Customs Service procedures in order to identify and track the movement of hazardous materials across the border.
- Vigorous implementation, and if necessary, amendment of environmental laws and regulations to assure the safe transport and disposal of hazardous materials used and produced in Maquiladora plants.
- A full investigation by Congress and the Administration to better determine the scope of the environmental problem.

The AFL-CIO will help establish coalitions of labor, environmental, and community organizations in the four border states to monitor progress on this issue and ensure the health and safety of our communities.

Affirmative Action

In *City of Richmond, Va. v. J.A. Croson, Co.,* the United States Supreme Court struck down on constitutional grounds Richmond's affirmative action program which was designed to assure that minority contractors receive a fairer share of the city's construction contracts. The Court did so even though the evidence showed that in a city that is almost half black, the various contractors associations include virtually no minority businesses, and less than one percent of the city's construction contracts were being awarded to minority businesses.

The AFL-CIO, as we stated at our most recent convention, is committed ''to furthering affirmative action that assures women, blacks, Hispanics and members of other minority groups equal opportunity not just in theory but in fact.'' We agree with Justice Thurgood Marshall, in his dissenting opinion in the *City of Richmond* case, that the ''battle against prenicious racial discrimination or its effects is nowhere near won.''

We also agree with Justice Marshall that the Court's decision in the *Richmond* case is a ''giant step backward'' in that battle. But precisely because so much remains to be done to achieve genuine equality of opportunity, it is imperative that the Court's decision not be allowed to frustrate urgently needed affirmative action programs that are constitutional.

The *City of Richmond* decision recognizes that a city or state ''has the authority to eradicate the effects of private discrimination within its own legislative 'jurisdiction' '' so long as the city or state ''identifies that discrimination with the particularity required by the Fourteenth Amendment.'' We therefore call upon state and local governments to marshal the evidence and make the findings sufficient to satisfy even the Supreme Court standard.

Equally important, the Supreme Court's decision in *City of Richmond* emphasizes that ''Congress. . . has a specific constitutional mandate to enforce the dictates of the Fourteenth Amendment'' and that Congress may adopt remedies for ''situations which congress determines threaten principles of equality.'' We therefore call upon the Congress to exercise that responsibility.

Finally, nothing in the *City of Richmond* decision in any way calls into question the lawfulness of private affirmative action programs such as those collectively bargained by unions and employers to overcome historic discrimination and employment barriers which have held minorities and women from achieving their rightful place. We reaffirm our support for such programs, and urge unions and employers to redouble their efforts to eradicate the vestiges of employment discrimination in this society.

Industrial Homework

The Labor Department's lifting of the nearly 50-year-old ban on industrial homework in various industries is unwarranted and deplorable.

The Fair Labor Standards Act's ban on industrial homework was predicated upon a long history of abuses of child labor, excessive hours, subminimum wages and unsafe working conditions. No evidence has been presented that such abuses will not be

repeated. Indeed, according to news reports, an internal memo by the Labor Department on the effects of removing the ban on homework in the knitted outerwear industry demonstrates the department's inability to effectively oversee and monitor industrial homework activities.

The AFL-CIO urges the new Administration to maintain the existing ban on homework in the women's apparel industry and to restore the previously existing bans.

Union-Busting Tactics

Various beer distributors across the country have embarked on campaigns to destroy collective bargaining agreements with local unions of the International Brotherhood of Teamsters. By enlisting professional union busters, these employers have forsaken long-standing and constructive collective bargaining relationships.

In Buffalo, N.Y., last September, after retaining the services of anti-union "consultants," the principal Buffalo distributors unilaterally cut wages up to $150 per week, altered working conditions and reduced health benefit contributions. Similar actions in other cities have cast a dark shadow over the future of labor-management relations in the distributing industry.

Responsible business and civic leaders should step forward and oppose any attempts to destroy the collective bargaining process in local industries.

Campaign Tactics

Campaign finance reform and state actions on reapportionment were among the issues addressed by the Executive Council.

The council affirmed the AFL-CIO's support for legislation that would set up a voluntary system of spending limits for candidates for the House and Senate, linked to partial public financing and limits on personal contributions.

It also urged affiliates to support Project 500, which works to elect state legislative candidates who will support worker programs and oppose attempts to shape congressional districts after the next census in ways that will defeat labor's friends. The statement also endorsed the related work of the National Committee for an Effective Congress.

'The Satanic Verses'

The threats of force and violence against Salman Rushdie and against those who publish and distribute his novel, "The Satanic Verses," pose a fundamental challenge to a free society.

Freedom of speech, of the press and of association are the core of our civil liberties.

The publishers and booksellers who have cut and run in response to the Ayatollah Khomeini have acted shamefully. The governments that have appeased the fundamentalists by suppressing "The Satanic Verses" have betrayed the most basic of their ideals.

The measured diplomatic response to Iran's provocations by the European Economic Community and by our government is a welcome statement of principle. The vigorous defense of free speech by the Writers Guild of America, by PEN and by individual authors has been effective in mobilizing public opinion. What is needed now is an equal show of nerve by publishers and by distributors.

Free unions in Hungary pledged AFL-CIO's help

Hungarian workers ended "more than three decades of silence" and will have the AFL-CIO's "solidarity and assistance" as they strive to build a democratic trade union movement free of government control.

An Executive Council statement hailed as "immensely encouraging" the emergence of independent unions in Hungary last year in various trades and professions, and the imminent formation of an industrial workers' union. A national coordinating body, the Democratic League of Independent Unions, is in existence.

Despite some progress, Hungary's government still has "a long way to go" to recognize basic worker rights, the council stressed. It called for establishment of freedom of association at the workplace level and endorsed the call of Hungary's independent unions for withdrawal of a government proposal for new restrictions on the right to strike.

South Africa

South Africa is overdue for democratic and worker rights, the council declared.

It called on that country's government to enter into "serious discussions with all democratic trade unions and organizations to seek a new constitution for the country based on majority rule and respect for basic human rights."

Labor legislation enacted last September over strong protest was described by the council as "a blatant effort to minimize the protection and rights afforded black workers while maximizing the penalties and accountability of the unions."

Central America

Deteriorating economic and social conditions in Central America have made a bipartisan U.S. policy for peace, development and democracy a pressing need, the Executive Council said.

Its foundation, the council urged, should be the Central American peace accords drafted by the governments of the region and the recommendations of the National Bipartisan Commission on Central America.

Goals of the peace accord include negotiations between governments and opposition groups, an end of outside aid to insurgent groups in the region, and democratic guarantees including freedom of association, of the press, and honest elections. The bipartisan commission proposed an economic recovery vehicle, the Central American Development Organization (CADO), with worker representation.

A new report by the International Commission for Central America called for a similar but broader-based development organization. It proposed to link aid, trade and investment assistance to the extent to which countries involved fulfill the democratic ideals of the peace accord.

Poland

Negotiations between the Polish government and the Solidarnosc free trade union organization is a "victory of the tenacious workers of Poland," the Executive Council said.

While "a long and perilous path" remains, the participation of the Communist government testifies to the failure of its economic and political program.

It's also a tribute to Solidarnosc leaders, and especially Lech Walesa.

The AFL-CIO's solidarity and support continues, the council said, as Polish workers move towards "ultimate victory."

Histadrut

Israel's trade union federation, Histadrut, deserves and will have the support and solidarity of the U.S. trade union movement, the council said.

"Histadrut has fought to successfully maintain the economic and social gains of Israel's workers, Jews and Arabs alike," the council said. It noted that Histadrut has persevered "despite difficult economic conditions, rampant inflation, terrorism, security threats and confrontation."

The AFL-CIO, like Histadrut, believes that direct negotiations between the parties concerned is the only way to resolve the Israeli-Arab conflict.

Korea

South Korea has hit a roadblock on its path to democracy even though workers and their unions have made progress since the confrontations of the summer of 1987.

An Executive Council statement cited gains, including long overdue wage increases, a near doubling of union membership, the first minimum wage law and a ban on job discrimination against women.

But it warned that Korea's powerful employers have launched a violence-laced counterattack on the trade union movement. The Samsung group has been the worst offender, but other companies have "engaged in wholesale unfair labor practices, comforted by their close relation with the ruling circles and secure in the knowledge that Korea's labor laws are in disarray."

Malaysia

Malaysia's trade preferences should be revoked because it has imposed severe restrictions on unions at the behest of multinational corporations, including U.S. electronics firms.

Last September, the Malaysian government announced the end of a 15-year ban on unions in the electronics industry, the council statement noted. But less than a month later, it caved in to intimidation by employers and said that only "in-house," company-controlled unions would be permitted.

Chile

Two Chilean labor leaders, Manuel Bustos and Arturo Martinez of the United Workers Confederation remain in internal exile, and the AFL-CIO has asked the United States to impose trade sanctions if Chile does not agree to negotiations aimed at strengthening worker rights.

The two union officials are being punished for their role in calling a 1987 general strike.

Burma

Promises of free elections by Burma's military junta remain unfilled. A military coup five months ago that left 1,000 people dead crushed a national movement for democracy in Burma.

The council welcomed decisions by the United States, Japan and other major donors to withdraw economic assistance from Burma.

U.S. sanctions needed to help stop child labor

Bal Harbour, Fla.

The United States should stop being a silent partner to the exploitation of children and invoke trade sanctions against countries that allow child labor, the AFL-CIO said.

An Executive Council statement linked a surge in child labor around the world to increased foreign trade and investment. Goods produced with child labor have contributed to the import tide that has flooded the U.S. market. It noted estimates of as many as 200 million children employed in Asia alone.

The council statement gave examples:

"Some Chinese factories work 10-year-old girls 14 hours a day; others employ 12-year-olds at $10 a month for 15-hour days, and provide lodgings where the girls must sleep two and three to a bed. There has been a wholesale exodus of millions of children from Chinese schools to the new rural factories."

And in Thailand, corresponding with the big rise in foreign investment and exports in the 1983-87 period, "the number of child workers jumped by 34 percent to an estimated 1.7 million."

A toy company executive is quoted as warning that if child labor is curbed in China, "we'll close down our Chinese factories and move to Thailand."

The council noted that while U.S. trade law gives the President authority to deny trade privileges to countries that permit the exploitation of children, "regrettably the U.S. government has yet to invoke that penalty."

It also urged the government to press the United Nations children's fund. The council charged that UNICEF has chosen "to bury its head in the sand, claiming that child labor is not its problem."

The campaign against child labor shouldn't ignore the United States, the statement added. It noted that children as young as 12 work legally in agriculture and illegally in sweatshops and small businesses. And it warned that the number will grow because of the decision made in the last days of the Reagan Administration to lift the ban on manufacture of clothing at home.

The council's call for "a new crusade against child labor, at home and abroad" is being pushed by Frontlash, the AFL-CIO's youth arm whose publicity efforts make the problem known.

Board elects Perry to head Union Label

Bal Harbour, Fla.

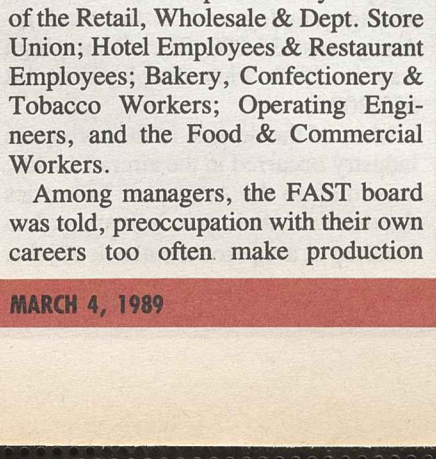
Richard J. Perry, a Food & Commercial Workers vice president, was elected secretary-treasurer of the AFL-CIO Union Label & Service Trades Dept. He succeeds Sidney Heller, who retired on Mar. 1.

New vice presidents of the department elected during its annual meeting were Paperworkers Sec.-Treas. James Dunn and Aluminum, Brick & Glass Workers Sec.-Treas. Roy Lukens.

Perry, 58, is a pharmacist by profession. He joined the Retail Clerks in 1962, became business agent of Local 770 in Los Angeles in 1970 and later local vice president. Perry became director of the the international union's Professional & Health Care Division in 1974 and three years later, was elected a vice president.

When the Retail Clerks merged the with Meat Cutters in 1979 to form the UFCW, he became a vice president. Perry's duties expanded in 1983 with the merger of the Insurance Workers, as he then headed the Professional, Insurance, Finance & Health Care Division, representing 80,000 workers.

Heller, 67, served as secretary-treasurer of the ULSTD since Jan. 1, 1988. He haad been president of Retail Clerks Local 888 in New York from 1957 to 1972 when he was elected an international vice president.



Richard J. Perry



MTD President Michael Sacco addresses executive board meeting.

Maritime has words, wants actions

Bal Harbour, Fla.

Maritime unions called on the Bush Administration and Congress to set a new course that would rescue the sinking U.S. merchant fleet.

In his election campaign, President Bush pledged to restore the maritime industry "in the interests of economic and national security," the AFL-CIO Maritime Trades Dept. executive board pointed out at its two-day meeting here.

The intent is "laudable," the MTD said. But it is "meaningless unless swift action is undertaken to reverse the industry's current state of affairs."

It noted that the Reagan Administration "did everything it could to dismantle" programs to revitalize the merchant marine. And despite Reagan's thrust for a massive defense buildup, "the merchant marine didn't share in that legacy."

The MTD board cited a newly released study by the Commission on Merchant Marine & Defense that documented a serious lack of action by both the White House and Congress in revitalizing the maritime sector.

It underscored the need to comply with the 1920 Jones Act that has contributed greatly to national security by encouraging investment in the domestic fleet and supporting shipyard mobilization.

MTD President Michael Sacco urged the Bush Administration to act to restore the vitality of the nation's merchant fleet by:

- Reaffirming the principles of the 1936 Merchant Marine Act.
- Negotiating agreements with trading nations to reserve an equitable share of American cargo for U.S.-flag ships.
- Promoting programs that will enable the merchant fleet to meet the peacetime transportation needs of the Military Sealift Command.

AFL-CIO President Lane Kirkland warned that the United States "cannot secure its future as a world trading power as a nation of fewer than 400 merchant vessels."

And since 90 percent of men and material needed to sustain a war effort would have to be carried aboard ships, "such a nation certainly cannot adequately protect the security of the free world."

Maj. Gen. John Piatak of the Transportation Command described the merchant marine as the nation's fourth arm of defense, which has fallen to an all-time low. He noted that the U.S. fleet ranks 10th among the 16 major merchant fleets while the Soviets are the second largest.

Focusing on basic economic concerns, Rep. Richard Gephardt (D-Mo.) said the United States can no longer afford to be a debtor nation because of its vulnerability to creditor nations.

Gephardt suggested that America must be made strong again by effective policy that would transform it into a trade leader.

PED seeks Civil Service Act changes

Bal Harbour, Fla.

The AFL-CIO Public Employee Dept. called for amendment of the federal Civil Service Reform Act and approved a program to aid workers and communities hit by planned military base closings.

At its winter meeting, the PED executive committee also elected three new vice presidents: Government Employees President John Sturdivant, Fire Fighters President Alfred K. Whitehead, and Postal Workers President Moe Biller. They fill vacancies created by the resignations of past AFGE President Kenneth T. Blaylock, past IAFF President John A. Gannon and Machinists President William W. Winpisinger, who will retire from the IAM in June.

In pressing for changes in the CSRA, the committee emphasized that the prohibition against bargaining over wages has resulted in a pay gap between federal and private employees of nearly 25 percent. Further, the scope of bargaining has been diminished by narrow interpretations of what is negotiable under the law. The "obvious solution," the PED said, would be "to provide full collective bargaining rights to federal employees."

The committee recommended elimination of the "overly restrictive" management rights provision, stiffer penalties for unfair labor practices and replacement of the open-shop clause with strong union security provisions, such as the agency shop or representation fee. The 4 million state and local employees in the 24 states that haven't granted public employee bargaining rights should be protected by federal legislation, it said.

The committee noted that military base closures, already approved by the Secretary of Defense, will go into effect automatically unless Congress rejects the action by Apr. 15. A total of 145 bases will be affected with a net loss of 7,718 civilian positions. It approved a program designed to inform its affiliates and AFL-CIO state bodies of laws, regulations and programs that can aid the affected federal employees and states and localities in dealing with the impact of such closings.

FAST documents damage LBOs do to workers

Bal Harbour, Fla.

Workers bear the brunt of of leveraged buyouts, hostile takeovers and corporate mergers, the executive board of the AFL-CIO Food & Allied Service Trades Dept. emphasized.

Even if Congress votes to curb the worst abuses in this area, FAST affiliates said, such limits will still not prove sufficient to eliminate all the damage caused by corporate raiders.

Case histories of the unsettling effects of takeovers were provided by officials of the Retail, Wholesale & Dept. Store Union; Hotel Employees & Restaurant Employees; Bakery, Confectionery & Tobacco Workers; Operating Engineers, and the Food & Commercial Workers.

Among managers, the FAST board was told, preoccupation with their own careers too often make production secondary. At the same time, workers live under the constant threat that their jobs might be sacrificed to pay off debts amassed in the corporate takeovers.

BCT President John DeConcini said it is not yet possible to assess the full impact of the $24.5-billion takeover of RJR Nabisco by Kohlberg Kravis Roberts last November. The drawn-out battle for control sapped production and morale among the 12,000 BCT members employed by the corporation, DeConcini reported.

On the health and safety front, FAST is pressing the Occupational Safety & Health Administration to expand its grain dust standards to cover the entire grain elevator industry, as ordered by the 5th Circuit U.S. Court of Appeals last November.

The court also directed OSHA to dispense with lengthy cost-benefit studies before writing safety standards, but this part of the ruling was overturned on appeal.

The FAST board received details on the recent settlement by the UFCW and OSHA with IBP Inc., under which the nation's biggest meatpacker agreed to address the problems of cumulative trauma disorders.

FAST said the agreement could serve as a model for use in all industries in which workers suffer injuries as the result of repetitive motions required by their jobs.

The department pledged to monitor implementation of the Employee Polygraph Protection Act of 1988 and adopted a legislative agenda that includes an increase in the minimum wage, support for the Family & Medical Leave Act and strengthened meat and poultry inspection regulations.

NUHHCE members due May affiliation vote

The Hospital & Health Care Employees will submit to a membership referendum the question of affiliation with another international union, the Service Employees or AFSCME.

AFL-CIO President Lane Kirkland announced the agreement at the federation's Executive Council meeting.

The referendum will be conducted by the American Arbitration Association with balloting to begin May 1. The vote will be counted on May 27.

The AFL-CIO, at the request of the unions, aided the efforts to agree on a voting procedure.

Data

Living costs rise sharply to start 1989

The cost of living surged six-tenths of 1 percent in January—a pace half again as fast as the average monthly increase throughout 1988—the government reported.

Meanwhile, workers' purchasing power continued to erode. Data showed that real earnings were 10.3 percent below their January 1979 level, despite an improvement of six-tenths of 1 percent between December and January.

The sharp upward movement in the consumer price index was the largest one-month rise in two years. At that pace, analysts said, the nation faces a 7.2-percent annual inflation rate in 1989.

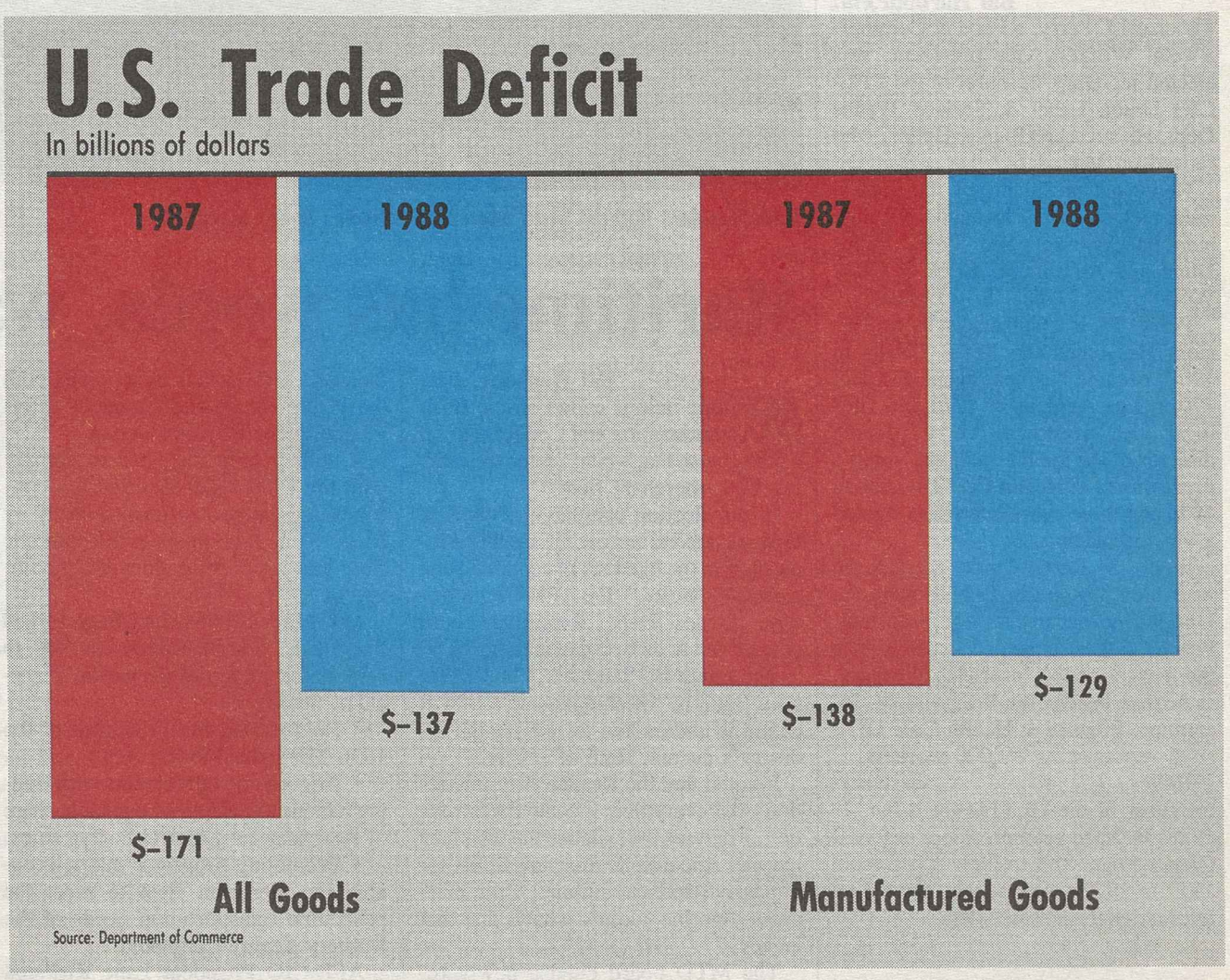
The report came on the heels of an announcement that producer prices had soared 1 percent between December and January.

The sharp one-month increase in the price index for urban wage earners and clerical workers between December and January was triggered by a virtual across-the-board jump in the cost of items that make up the market basket of goods and services on which the CPI is based.

Of greatest concern to workers were increases of six-tenths of 1 percent in food and beverage prices, two-tenths of 1 percent for housing, seven-tenths of 1 percent for transportation, eight-tenths of 1 percent for medical care and 1.6 percent for all other goods and services. There was no change in the cost of apparel in the one-month period.

Workers' buying power inched upward in the one-month period, largely on gains of six-tenths of 1 percent in both average hourly earnings and average weekly hours worked. But these improvements were cut in half by the jump in the CPI.

Since January 1988, workers have suffered a net loss of two-tenths of 1 percent in purchasing power. Average weekly earnings rose 4 percent in the 12-month period and average weekly hours increased three-tenths of 1 percent. But the combined improvement of 4.3 percent was erased by the 4.5-percent rise in consumer prices.



Import rise kills hope for trade balance

Gap widens with Japan and 'new industrial' Asia

Job-destroying imports continued to rise during 1988, dampening optimism from a surge in exports that brought the first decline in the U.S. trade deficit in eight years.

December figures completed the picture of a year that gave early signs of a long awaited improvement in the trade imbalance, but then leveled off. The Commerce Dept. reported the trade deficit worsened in the fourth quarter of 1988.

With some figures still subject to revision, the U.S. merchandise trade deficit was $137.3 billion in 1988, a drop of some $33 billion from the previous year but more than four times greater than eight years ago.

The deficit in manufactured goods, which have the most job impact, was $129 billion in 1988. That was only $8 billion less than the previous year. Up until 1981, the United States regularly had a trade surplus in manufactured goods.

AFL-CIO foreign trade specialist Mark Anderson noted that while the sharp rise in the value of the dollar from 1980 to 1985 contributed to America's trade problems, the subsequent decline in the dollar has had only a limited impact on trade patterns. He said the U.S. ability to move closer to a trade balance has been limited by "trade distorting practices by other countries, including quotas, dumping and subsidies."

Both exports and imports rose in the fourth quarter of the year, but imports rose more than twice as much as exports.

The largest quarterly increase in imports was in autos, up $1.8 billion as a result of increased shipments from South Korea, Japan and Mexico. Imports of consumer goods, including apparel and household items, rose by $1.6 billion.

During all of 1988, the U.S. deficit was higher in trade with Japan and with the "newly industrialized countries," a grouping that includes Singapore, Hong Kong, Taiwan and South Korea. The trade gap was reduced with Canada and Western Europe.

Economic panel fails to find consensus

The National Economic Commission failed to reach a bipartisan consensus on how to reduce the budget deficit without setting back economic growth as Republican members shied away from contradicting the optimistic scenario President Bush has adopted from the Reagan budget proposals.

Democratic appointees to the commission, including AFL-CIO President Lane Kirkland, said the Bush Administration's commitment to a "flexible freeze" plan thwarted the possibility of hammering out a bipartisan deficit reduction proposal.

The economic assumptions on which the Administration relies are overly optimistic and the spending cuts it proposes would require "harsh and disproportionate reductions" in domestic programs, the six members appointed by the Democratic leadership of Congress warned in a minority report.

Eight members appointed by Presidents Bush and Reagan and by the Republican congressional leadership said merely that the President and Congress should try to agree on the framework for a two-year budget and stick to it. They gave tepid endorsement to a Bush-supported balanced budget constitutional amendment and a line-item presidential veto.

At a round-table discussion with reporters in January, Kirkland explained why the economic commission was not likely to reach a consensus unlike the National Commission on Social Security Reform on which he served in 1982-83.

He said the social security panel was able to reach a 12-3 consensus because it operated under a sense of urgency in the knowledge that its recommendations would become the basis for legislation that would be passed by Congress and signed by the President.

There was no such signal from the White House and Congress during the Economic Commission deliberations, Kirkland noted.

There was little or no incentive for members with "institutional positions" on issues in dispute to make concessions, he said.

"I would be a damn fool to yield anything for no good purpose," he said, since the battles would all be refought by the Administration and in congressional committees.

Steel industry jobs up, still behind 1979 level

Steel industry employment rose in 1988, the first increase in a decade, but still remained far below pre-recession levels. The aerospace industry experienced its first drop in employment since 1983 and a further decline is expected.

Steel employment reached 168,900, up from 163,000 in 1987, reported the American Iron & Steel Institute. This compares to the 1973-79 period when average employment in the steel industry was 435,000. The all-time high was in 1953 when employment hit 650,200.

Most of the decline in the aerospace industry occurred in the aircraft sector, according to the Aerospace Industries Association. A drop in military orders resulted in a 6 percent cutback of jobs.

Metal trades get warning of nuclear job hazards

Bal Harbour, Fla.

Hiding behind "a veil of secrecy, lack of accountability and self regulation," the Dept. of Energy and government contractors are thwarting union efforts to protect the safety and health of the nation's nuclear workers.

That was the gist of a report presented to the executive council of the AFL-CIO Metal Trades Dept. by the federation's Occupational Health Legal Rights Foundation.

MTD President Paul Burnsky said the projected $200-billion price tag to clean up the widespread environmental hazards in and around U.S. nuclear plants has "jolted" the public, but that DOE's self-inspection program must be replaced with oversight by the Occupational Safety & Health Administration, the Environmental Protection Agency and other governmental agencies.

He called for intensified federal and state efforts to earmark sufficient funds for safety and health improvements, environmental cleanup and adequate medical surveillance programs for current and former nuclear workers.

With the assistance of the foundation, the department will measure the long-term impact on workers and their communities if polluted facilities are shut down, and will press for economic protection—including retraining, relocation, early retirement and health care coverage—for workers who lose their jobs because of DOE and contractor mismanagement.

The MTD called for worker involvement in community environmental safety activities and urged employers to enlist workers—who are familiar with nuclear hazards—as they set about the task of carrying out needed cleanups.

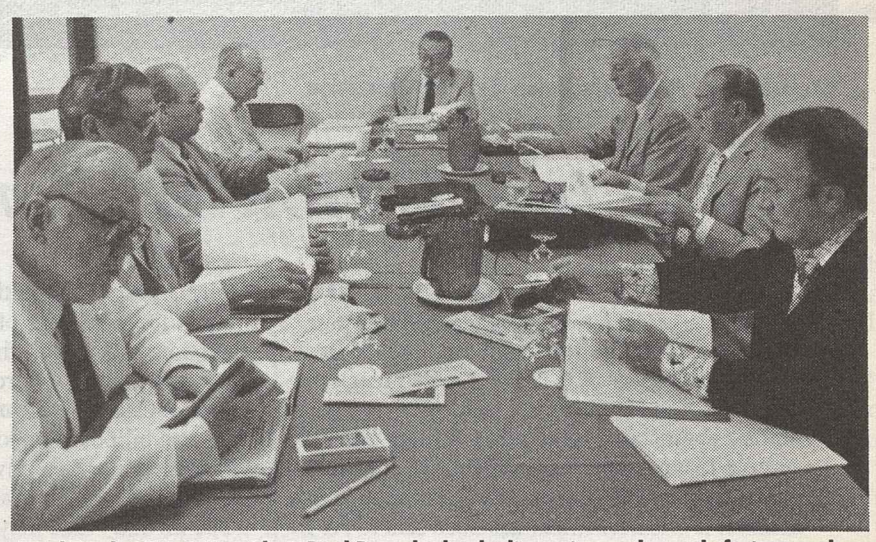
Addressing the deteriorating nature of the nation's maritime industry, Burnsky pledged to fight for substantial federal support for U.S. shipbuilding, as has been advocated by the bipartisan Commission on Merchant Marine & Shipbuilding.

The report calls for a heavy investment in shipbuilding for the remainder of this century, but Burnsky conceded that winning sufficient funding will be a "tough struggle."

The department was briefed on the issue of leveraged buyouts and employee stock ownership programs, a presentation that Burnsky called "particularly timely" since the Pacific Coast Metal Trades Council currently is engaged in a leveraged buyout of one of its employers in Seattle.

In other actions, the MTD:

- Elected Ironworkers President Jake West to the executive council to replace retired President Juel T. Drake.
- Affirmed the affiliation of the Pattern Makers League, which represents skilled model makers employed in shipyards and research facilities.



Metal Trades Dept. President Paul Burnsky leads discussion on hazards facing workers in nuclear facilities.

Resources

PRINT MATERIALS

AFL-CIO Executive Council Statements, February 1989. This all-type booklet contains the complete text, with background papers, of the 28 statements passed by the council at its February 1989 meeting. Many of the statements are highlighted in the pullout section of this issue of the AFL-CIO News. Single copy free.

The Maquiladoras and Toxics: The Hidden Costs of Production South of the Border exposes the harsh impact the maquiladora "twin-plant" program has had on Mexican workers who are exposed to toxics, unprotected by government regulations. The booklet explains the risks to workers, communities and water supplies created by companies that cross the border to evade U.S. laws. Single copy 50 cents.

FILMS and VIDEOS

A Turn for the Best illustrates an attempt to improve labor-management relations through the use of committees. Sponsored by the Appalachian Regional Commission, this documentary film demonstrates how the cities of Cumberland, Md., and Jamestown, N.Y. reduced problems and created an improved relationship through labor-management committees. Produced by the National Photographic Laboratories, this 26-minute film is only available on 16mm film. Rental $5.

Statistics at a glance

Surge in Consumer Prices

	Jan. '88-Jan. '89	Dec. '88-Jan. '89
All Prices (CPI-W)	4.5%	0.6%
Food	5.6%	0.7%
Housing	3.8%	0.3%
Medical Care	7.1%	0.9%

Workers' Earnings

	Jan. '88-Jan. '89	Dec. '88-Jan. '89
Real Weekly Earnings		
All Private Industry	–0.2%	0.6%
Manufacturing	–1.7%	–0.2%

Housing Construction

	1986	1987	1988	Nov. '88-Jan. '89
Housing Starts	1,805,000	1,620,000	1,488,000	1,505,667*

Foreign Trade

U.S. Trade Deficits by Country in 1988

Japan	$55 billion
Taiwan	$14 billion
West Germany	$13 billion
Canada	$11 billion
South Korea	$10 billion

*Annual Rate

6-3 Supreme Court majority alters striker job rights

A 6-3 Supreme Court majority ruled that the Railway Labor Act does not require employers to displace low-seniority workers who cross the picket line in order to make room for longer service employees at the conclusion of a strike.

It doesn't restrict the right of a union to negotiate reinstatement of all strikers as part of a settlement. But the court's conservative majority took the position that since an employer isn't required by law to dismiss a "permanent replacement" at the end of a strike, he is equally free to keep on an employee who ignored a union's strike call or crossed the picket line to return to work before the strike was ended.

The decision came in a suit brought by the unaffiliated Independent Association of Flight Attendants in the aftermath of a 1986 strike against TWA. When the union ended the strike and made an unconditional offer to return to work, TWA said it only had immediate vacancies for 200 of more than 3,000 returning strikers and the others would have to wait until openings developed. The airline did concede that the returning strikers would keep their pre-strike seniority when they got back on the payroll.

Airline employees, like railroad workers, are covered by the Railway Labor Act rather than the National Labor Relations Act. A federal appellate court had sided with the union position, and the AFL-CIO had filed a brief with the Supreme Court supported the reinstatement rights of the returning strikers.

The pro-management decision, written by Justice Sandra Day O'Connor, was sharply challenged in the dissent written by Justice William Brennan and joined by Justice Thurgood Marshall. Brennan said giving preference to persons who cross the picket line is unlawful discrimination on the basis of union activity under both the Railway Labor Act and the NLRA. In a separate dissent, Justice Harry Blackmun said a company would have to show a business necessity for giving job preference to employees who do not stick with their union.

Newspaper unions coordinate strategy

Bal Harbour, Fla.

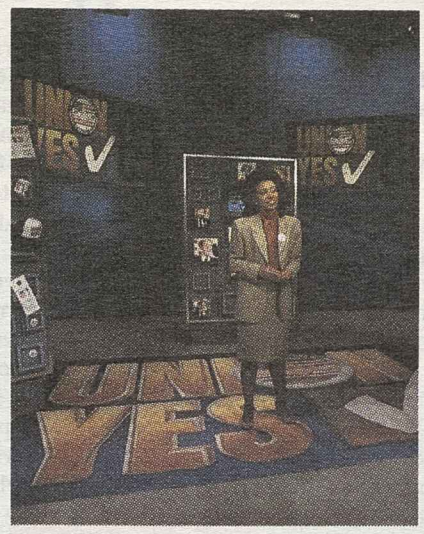
Four newspaper unions—the Communications Workers representing typographers and mailers, Graphic Communications Union, Newspaper Guild and the Teamsters—have formed the Newspaper Industry Coordinating Committee to protect their members and to thwart the industry's antiunion activities.

With the assistance of the AFL-CIO Industrial Union Dept., the committee will establish joint conferences of locals within major newspaper chains. Such joint conferences already exist on a local basis in the McClatchy, Singleton and Copley newspaper chains. Nearly 80 percent of the nation's daily papers are now owned by chains.

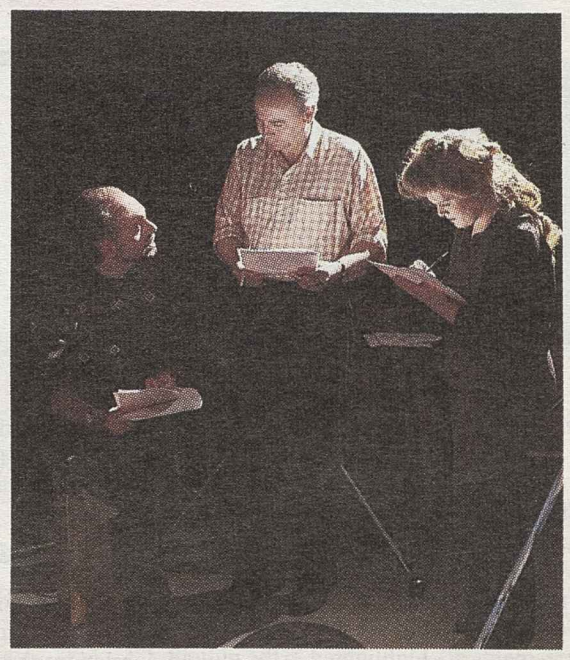
Guild President Charles B. Dale., GCIU President James J. Norton, CWA President Morton Bahr and Thomas J. McGrath, director of the Teamsters newspaper and driver division, charged that publishers have increasingly tried to turn the clock back in labor relations and unilaterally dictate working conditions.



Camera crew videotapes Union Yes '89 promotion.



Host Doris McMillan on camera.



LIPA's Neal Sacharow, Larry Kirkman and Reggie Cole.

Tying into Union Yes campaign

Bal Harbour, Fla. The AFL-CIO's new Union Yes '89 videotape, demonstrating how affiliates and central bodies can use labor's television campaign for organizing and legislative goals, was screened before enthusiastic audiences during the Executive Council meeting and related functions.

The 21-minute tape, which features AFTRA member Doris McMillan, has been sent to AFL-CIO regional directors, international unions and state and local central bodies.

The video is part of the Union Yes' 89 kit that is available from the Labor Institute of Public Affairs. The entire kit is priced at $10.

As in the first year of the program, network television will launch the Union Yes message, and unions will take it from there. The campaign will offer customized Union Yes television spots, radio and billboard opportunities. New features will include a bus advertisement, neon sign display, buttons, pins and stickers.

The kit and video may be ordered from LIPA or by phoning toll-free 1-800-242-UNION. AFL-CIO regional directors will be making field staff available for presentations on the Union Yes program in many areas.

INSIDE

VOLUME 34, NUMBER 5
MARCH 4, 1989

AFL-CIO NEWS

1 ***Family needs shape legislative agenda***
It's tough balancing job and family demands. The AFL-CIO prods Congress on family and medical leave, child care and minimum wage bills.

3 ***Who are America's lowest paid workers?***
A report on the minimum wage battle identifies the people who work hard for less than a living wage.

4 ***Machinists have allies in battle with Lorenzo***
America's unions mobilize nationwide support for Eastern Air Lines workers resisting demands for deep pay and benefit cuts.

5 ***Executive Council's action on issues***
A special four-page pullout section includes major portions of statements that were adopted at the council meeting.

9 ***Richard Perry chosen for union label post***
UFCW's Perry succeeds Sidney Heller as secretary-treasurer of the Union Label & Service Trades Dept. Also coverage of other departmental meetings.

10 ***Year-end tally shows trade flows one-way***
Hopes were raised that an increase in exports would narrow the trade gap, but imports rose twice as fast in the last quarter of 1988.

UNION YES

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AFL-CIO NEWS

VOLUME 34, NUMBER 6 MARCH 18, 1989

Contract Outlook

BARGAINING '89

Union contracts covering 3.1 million workers expire this year. Facing stiff economic and employer challenges, workers will continue to press for better wages and working conditions. See pages 7-10.

Minimum wage heads to House floor

Congress is moving forward with legislation to raise the minimum wage, which has been stuck at a subpoverty $3.35 hourly rate since 1981.

Both the House Education & Labor Committee and the Senate Labor & Human Resources Committee have approved union-supported bills to raise the wage floor to $4.65 over three years. A House vote is expected on Mar. 22, with Senate action likely in early April, after the Easter recess.

The quick committee action testifies to a sense of urgency in Congress on repairing the badly frayed safety net of the Fair Labor Standards Act. But there is still a big gulf between the congressional committees and the Bush Administration.

Under the committee-approved bills, minimum wage workers would get a 50-cent raise to $3.85 next January. The pay floor would then rise 40 cents in each of the following two years, to reach $4.65. By contrast, the Bush Administration bill would raise the minimum by only 30 cents a year, to a top of $4.25.

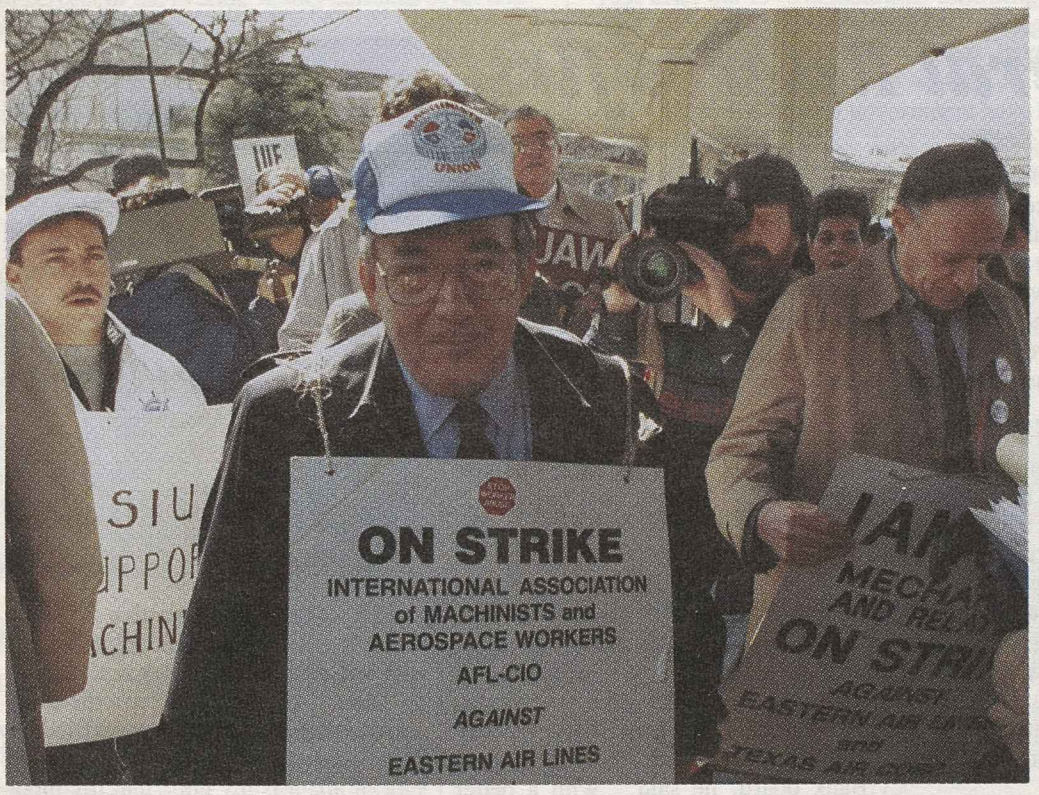
Labor Sec. Elizabeth Dole testified that the Administration isn't willing to accept a higher pay floor, and insists on what it terms a "training wage."

The Administration proposal is "totally unacceptable" to the AFL-CIO, President Lane Kirkland said. (Page 3)

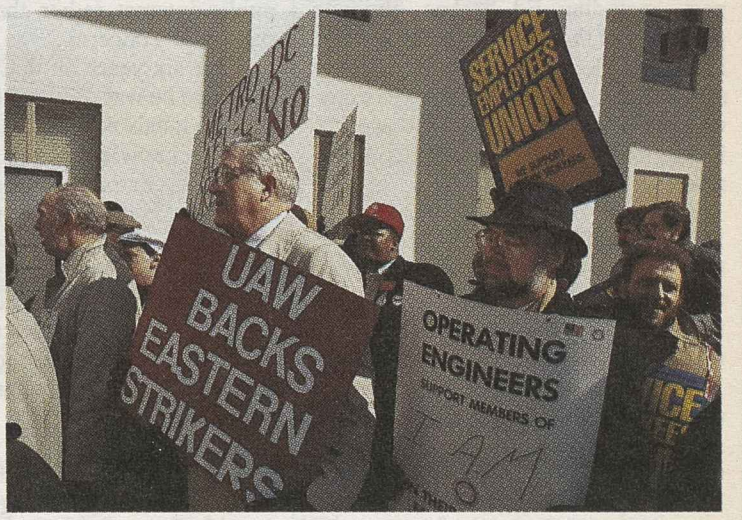
"With a top rate of $4.25 an hour, this proposal doesn't even restore the buying power which was lost in the past eight years," Kirkland said. "Moreover, it includes a so-called training wage which requires no training but merely allows employers to pay new-hires at a rate of $3.35 an hour for six months for jobs traditionally learned in a few days to a few weeks."

The two committee chairmen—Sen. Edward M. Kennedy (D-Mass.) and Rep. Augustus F. Hawkins (D-Calif.)—also made clear their opposition to the Administration proposal. In both the House and Senate committees, Republican attempts to substitute the Administration plan were soundly defeated.

AFL-CIO Legislative Director Robert M. McGlotten wrote members of both committees before the vote that the Administration plan represents "a wholesale retreat" from the intent of the wage-hour law.







Union pickets led by AFL-CIO President Lane Kirkland walk the line at Washington's National Airport to support striking Machinists at Eastern Air Lines. At right, marchers include Federation Sec.-Treas. Thomas R. Donahue and UAW President Owen Bieber.

Strike solidarity grounds Eastern, Lorenzo

By David L. Perlman

Solidarity on the picket line grounded Eastern Air Lines and frustrated the divide-and-conquer strategy of corporate scavenger and EAL boss Frank Lorenzo.

Eastern's pilots and flight attendants gave Lorenzo a lesson in union solidarity when they refused to cross the picket lines of striking Machinists. Lorenzo tried cajoling and he tried intimidation. He tried everything but good-faith bargaining.

The gutsy stand by the airline's employees against one of America's most detested business raiders galvanized the nation's trade union movement.

"You are not alone," AFL-CIO President Lane Kirkland told Eastern's flight and ground crews. "All of us stand ready to give you the support you need."

At the call of the AFL-CIO and of an Executive Council committee established for just such emergencies, union members in Eastern's key cities reinforced picket lines and joined in support rallies.

A solidarity fund launched with $100,000 in seed money from the AFL-CIO passed the half-million-dollar mark in its first three days as the trade union movement sent a mighty message that it will not allow Eastern's workers to be starved into submission.

Pilots on other airlines pledged to reach "deep into our pockets" to support ALPA members at Eastern. The assistance package the union put together includes substantial strike benefits and interest-free loans.

Meanwhile, Congress is seeking to prod the Bush Administration out of its bystander role as Lorenzo, after having carved out rich chunks of Eastern's assets, filed for bankruptcy law protection against Eastern's creditors on the sixth day of the strike.

On Mar. 15, the House voted 252-167 for a labor-supported bill directing President Bush to establish an emergency board to recommend settlement terms to Eastern and its three unions.

Appointment of an emergency board would get Eastern planes back in the air since its employees would return under pre-strike conditions. Lorenzo fomented the strike by demanding new pay and benefit cuts from Eastern's workers on top of previous rounds of concessions granted by the unions.

The bill will be before the Senate after its Easter recess. As passed by the House, it specifies a speeded up timetable of 14 days for the panel to make its recommendations, followed by seven days of direct negotiations. If no agreement is reached, Congress could impose the board's recommendations by legislation, as it has in other transportation disputes.

Continued on Page 12

Many working families due tax rebate

The AFL-CIO is stepping up efforts to publicize the earned-income tax credit that is available as a cash payment to many working families, even if they haven't had any taxes deducted from their pay.

Kits of posters and fact sheets explaining the credit have been sent to state and local central bodies, AFL-CIO regional offices and union publications, with a request from President Lane Kirkland to help get the word out.

The "word" is that working families who made less than $18,576 in 1988 and had at least one child living at home last year are probably entitled to a credit. Both single-parent and two-parent households are eligible. The maximum benefit is $874, which will go to eligible families with earnings between $6,240 and $9,840.

To collect the benefit, eligible persons must file income tax returns. But they don't have to do the calculation of benefits. The Internal Revenue Service will do it for them. They don't even have to submit their tax return by the Apr. 15 deadline, since the only penalty for filing later is that they will have to wait longer to collect the payment.

Also, many of those learning about the program for the first time may be eligible for three years of back payments.

The AFL-CIO is cooperating with the Center on Budget & Policy Priorities and allied organizations in the effort. wide effort to publicize the program.

"This campaign presents an opportunity to help improve the lives of many working families," Kirkland noted in his letter.



Virginia Diamond

Organizing names Diamond new assistant director

VIRGINIA DIAMOND has been named an assistant director in the AFL-CIO Dept. of Organization & Field Services. Diamond has been with the department six years and edited its newsletters RUB Sheet and STIR. Organizing Director **DICK WILSON** also announced three other appointments: **TOM BRADLEY** as the new assistant director for the region headed by **WALTER WADDY** in Baltimore and **RICHARD GRANT** and **TRISH GUNNING** have been added to the headquarters staff.

LeROY E. WORLEY is the new secretary of the Iron Workers. He was appointed by Iron Workers President Jake West and unanimously approved by the union's executive council. Worley, who has served as a vice president since June 1985, fills the vacancy created when West became president. Worley joined Iron Workers Local 29 in Portland, Ore., in 1961 and eventually became the business representative/financial secretary-treasurer. He was appointed general organizer in 1981 and two years later, elected president of the Pacific Northwest District Council.

NICHOLAS J. MARRONE has been named director of the Seafarers' Dept. of Congressional & Governmental Relations. He was a seaman aboard SIU-contract ships from 1975 to 1978 when he became a port agent and patrolman. Most recently, he was a district sales manager for Lykes Brothers Steamship Co.

CHARLES DEPPERT, secretary-treasurer of the Indiana AFL-CIO, was elected president of the state federation to fill out the term of **ERNEST JONES,** who resigned Feb. 1. New officers will be elected at the convention in June. Jones, who is still recovering from heart surgery perform last November, was first elected to the top post in 1980. **JERRY PAYNE,** former business manager of Electrical Workers Local 481 in Indianapolis, was elected to secretary-treasurer post.

DIED: Hoyt S. Haddock, first president of the American Telegraphers Association (later the American Radio Association), died at his home in Towson, Md., recently following a long illness. He headed the Telegraphers from 1933 to 1936. Haddock, 81, went to sea in 1929 as a radio operator and later worked at a coastal station in Port Arthur, Tex. He served on the staff of CIO Maritime Committee and became executive director of the AFL-CIO Maritime Committee, retiring in 1972. Since then, he had worked as a volunteer for ARA in Washington.

Newsmakers

Georgine scores Federal Reserve first

AFL-CIO Vice President Robert A. Georgine has just completed a one-year term as chairman of the board of directors of one of the 12 banks in the Federal Reserve system.

Other union leaders have served on Federal Reserve Bank boards in the past, including Ed Brabec, the late president of the Chicago Federation of Labor and George Wessel, president of the Buffalo AFL-CIO. But Georgine was the first to head one of these key institutions in the nation's complex financial system.

Georgine, president of the AFL-CIO Building & Construction Trades Dept., began his six-year term on the board of the Richmond bank in 1983. Before being elevated to the top post, he served three years as deputy chairman.

The country is divided into 12 districts, each with its own Reserve Bank and board of directors. Each board has nine directors, six of whom are elected by the member banks in its district. Three of these are bankers, but the other three cannot be officers, employees, or directors of the banks. The final three are appointed by the Federal Reserve Board and cannot even be stockholders of banks. All nine, however, have a mandate to serve the broad public interest rather than their own particular concerns.

After six years on the board, Georgine said he was gratified that a number of individuals with whom he was associated acknowledged that they had obtained an entirely different view of organized labor from his participation.

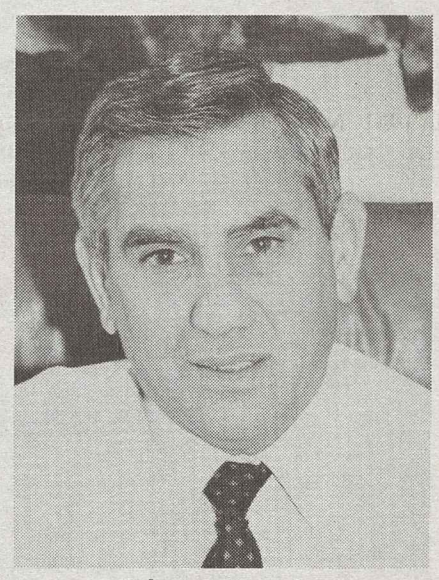
"You may not change basic ideological or philosophical beliefs," Georgine said. "But they see that there are legitimate aims of workers which make sense and are in the best interests of the nation and should, at least, be considered seriously."

For Georgine, service on the board meant de-mystifying what to most Americans is only a vague notion of how the Federal Reserve system operates to set interest rates and control the supply of money in the economy.

Georgine pointed out that the Federal Reserve System influences the economy primarily through buying and selling marketable government securities but also through changing the discount rate charged to depositary institutions that borrow from the Reserve Banks. Both types of action are designed to stimulate the economy when it slows or cool it down when inflation threatens.

The board of directors of each Reserve Bank makes regular recommendations on the level of the discount rate, but any change in the rate must be approved by the Federal Reserve Board, presently chaired by Alan Greenspan.

Georgine came away from his six-year service on the Federal Reserve Bank board, he said, "with a better understanding of the complexities of the federal reserve system and the effect its decisions on monetary policy have on this nation's very complex economy."



Robert A. Georgine

"And," he added, "I have the great satisfaction of having participated in that decision-making. But, most important of all, it is my hope that my input made the banking community aware of the views and concerns of America's workers and their families."

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Pay floor unchanged for record time

Percent of average earnings tumbles to all-time low as costs rise

By Lane Kirkland

Congress should enact, and the President should sign, a fair increase in the federal minimum wage.

As early as next week, the full House and Senate will begin debate on a proposal to raise the minimum wage over three years to $4.65 an hour. This is a modest step toward individual pride and self-sufficiency for millions of Americans who hold full-time jobs but cannot make ends meet. It will also restore fairness and decency in a nation whose ideals abhor exploitation of society's less fortunate members.

Here is a way for the Bush Administration to confront the no-new-taxes dilemma, because it won't cost the Treasury a dime. In fact, it may even save some tax dollars.

The enactment of the Fair Labor Standards Act more than a half-century ago first established the minimum wage and in so doing codified an ideal that people who put in a good day's work should receive adequate reward, enough to provide at the very least a decent minimum standard of living for themselves and their families. As wages have risen over the years, Congress has acted six times to increase the minimum wage, each time keeping it near 50 percent of the average hourly earnings of all nonsupervisory workers.

During the eight years of the Reagan Administration there was no increase in the hourly minimum of $3.35, which Congress set in 1977 to take effect in 1981. Never in 51 years has the minimum wage remained unchanged for so long. It has now fallen to 35 percent of average earnings, the lowest ever.

Since the last increase, consumer prices have risen 37 percent, meaning that just to keep pace with inflation, today's minimum wage would have to be $4.58. Thus, the $4.65 proposal before Congress would barely restore the minimum wage's lost buying power, and not until 1992.

The minimum wage's erosion affects far more than teenagers. Out of the more than 8 million Americans who earn the minimum wage or less, 84 percent are over 18 years of age and 26 percent are heads of households.

In recent years, the employers' lobby has prevented any increase with the same discredited arguments it used against every minimum wage proposed since 1938. No one, least of all members of Congress, should believe the apocalyptic prophesies of some in the business community who say a minimum wage increase would lead immediately to high rates of unemployment, inflation, and commercial bankruptcy.

After the six times Congress has raised the minimum wage, employment has actually gone up, with the single exception of the 1975 recession. Increases in unemployment and displacement of young workers cannot be traced to adjustments in the minimum wage. On the contrary, teen employment rose after the 1978 adjustment, following warnings that it would end nearly 400,000 teenage jobs.

In addition, the 11 states that have enacted minimum wage levels higher than the $3.35 an hour required by the federal government have had no increase in unemployment. Last year, those states had a combined unemployment rate of 4.3 percent, compared to 5.5 percent nationally.

With food costs up 27 percent and rent costs up 49 percent since the last minimum wage hike, it is clear that an increase will be quickly spent in the local economy for the basic necessities of life. That's not inflationary; that's good for the economy.

A healthy minimum wage reduces the cost of government by enabling millions of working poor to get off the welfare rolls. Many will even become taxpayers themselves.

In recent weeks, the Bush Administration has come forth with a totally unacceptable plan to increase the minimum wage. With a top rate of $4.25 an hour, this proposal doesn't even restore the buying power which was lost in the past eight years. Moreover, it includes a so-called "training" wage, which requires no training but merely allows employers to pay new-hires at rate of $3.35 an hour for six months for jobs that traditionally have been learned in a few days to a few weeks.

America's future does not lie in job creation through low wages; if it did we could simply outlaw farm machinery and have instant full employment. And those who argue that a fair minimum wage is the obstacle to higher employment have no explanation for the 30 percent jobless rate that existed in the 1930's, prior to the existence of a minimum wage.

Our future lies in opportunity for all, as well as our refusal to tolerate exploitation of the weak. Raising the minimum wage to $4.65 an hour will be more than an affirmation of an ideal, it will be the means by which millions who have been left by the wayside of an affluent society may gain a little more faith in the promise of America.

Capitol Digest

ABC child care bill clears Senate committee

The Senate Labor & Human Resources Committee approved the labor-supported Act for Better Child Care (ABC) bill on a 11-5 vote.

As most working families have discovered, openings at quality day care centers are ridiculously scarce. And even if it is possible to find care, at a yearly average cost of $3,000 per child, few low- and moderate-income workers can afford it.

In 1986 there were some 2.5 million child care slots in licensed facilities throughout the nation and some 36.2 million children with either their sole or both parents working. Of these children, 10.5 million were under age 6.

The AFL-CIO Executive Council voiced strong support for the ABC bill (S. 5), as well as other legislative proposals to improve the supply and quality of child care, and provide aid for low- and moderate-income families. The bill would set federal standards for facilities, establish a referral system, provide financial assistance to those families who need it most, and help fund the expansion of existing facilities.

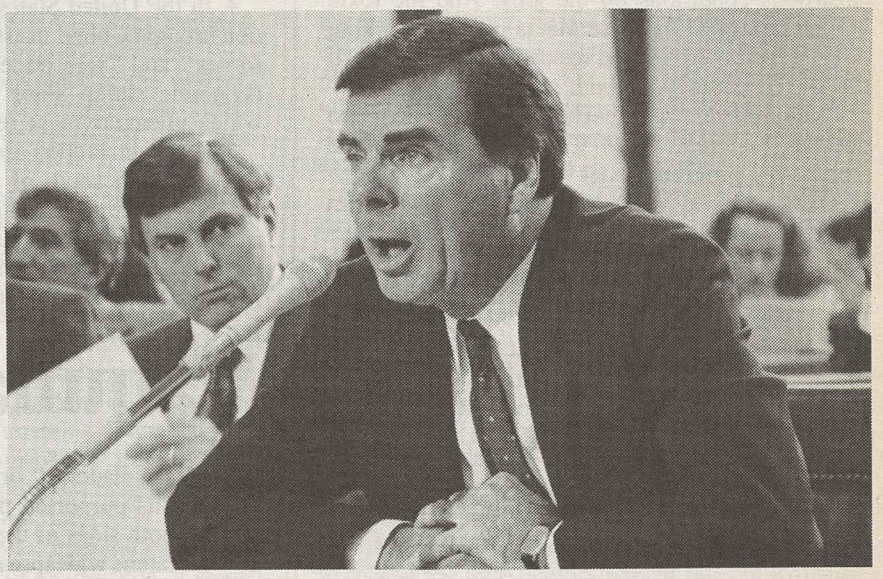
House action advances family-medical leave

The AFL-CIO-supported Family & Medical Leave bill was approved by the House Education & Labor Committee by a 23-12 vote. The bill (H.R. 770) is also a key item on the agenda of the congressional Democratic leadership.

The legislation would require all companies with 50 or more employees to provide unpaid, job-protected leave to their workers. After three years, firms with 35 or more employees would also be covered. Parents of newborn, newly adopted or seriously ill children could take up to 10 weeks every two years. Workers are also entitled to 10 weeks to care for an ill parent. Employees could take up to 15 weeks a year for their serious health condition. For the duration of the leave, employers would be required to continue health insurance benefits.

Although a companion measure in the Senate is also expected to make it out of committee, the fight for final passage of this legislation will not be easy. In the last Congress, a similar measure died after an election-year blitz by business lobbyists. And although President Bush endorsed some kind of leave policy in a single speech during the campaign, Labor Sec. Elizabeth Dole has said that Bush would veto any legislation that mandated the benefit.

The House sponsors of H.R. 770 are trying to move the bill onto the floor close to Mothers' Day, May 14. Labor activists around the country have begun to contact House members to ask for their support. Correspondence to House members can be sent to: U.S. House of Representatives, Washington, D.C. 20515.



AFSCME President Gerald W. McEntee, chairman of the AFL-CIO's new committee on family concerns—family medical leave, child care, and minimum wage improvements—urges congressional action on labor-backed legislation at House hearings.

Congress gets pay equity initiative

It has been more than 20 years since civil rights legislation made wage discrimination illegal, but yet women still only earn about 65 percent of the wages men receive.

Studies show that a portion of this wage gap can be explained by other factors, such as different male and female work patterns. But researchers generally agree that some of the wage gap results from discriminatory practices.

New legislation, H.R. 41 and S. 16, the Pay Equity Technical Assistance Act, would help employers who are trying to end pay inequities for their workers. The bills would direct the Secretary of Labor to:

- Provide information about actions which public and private employers have taken to identify, and end sex- and race-based wage discrimination.
- Make technical assistance available to employers who would like to take steps to address the problem.
- Help with research into the development of techniques to identify, reduce or eliminate the continuing disparities.

As women and minorities account for an ever increasing portion of the workforce, employers will have to continually reaffirm their commitment to the goal that all workers will be treated equally in every phase of employment. H.R. 41 and S.16 would make this process easier.

At risk are drinking water supplies, along with many wildlife species.

Maquiladoras drain jobs from U.S., pollute both sides of border

By Eugene C. Zack

A stampede of American assembly plants to Mexico has sapped this nation's industrial strength, idled hundreds of thousands of American workers and imposed sweatshop wages and working conditions on a Mexican workforce desperate for jobs at any price.

Greed and profit lure these runaways to the sprawling "maquiladora" complexes clustered along the Mexican side of the 1,700 mile border.

Aided and abetted by national and local governments of both countries, American firms relocating their operations to these "golden mills" reap special tariff breaks, evade U.S. minimum wage and hour laws and nullify existing trade union contracts.

What's more, recent studies show that these runaways have another powerful incentive—the evasion of U.S. environmental, health and safety standards. For workers in the maquiladoras, this means hazardous conditions on the jobs. And the toxic wastes generated by these plants pose a mounting threat to communities and residents, putting in peril the fragile ecology on both sides of the border.

The industrial flight reaches back more than two decades to 1965, when Congress outlawed the "bracero" program under which American agribusiness exploited Mexican migrants, shuttling them across the border to toil as stoop labor in their "factories in the field."

Responding to Mexico's plea for help in relieving the massive unemployment problem facing these field hands, the U.S. government agreed to join in the maquiladora program—described then as a bilateral effort that would bring prosperity to workers and communities on both sides of the U.S.-Mexican border.

'Twin-plant' fantasy

It was sold as a "twin-plant" program with an equal number of production facilities and an equal number of jobs on each side of the border. But a 1987 study by the International Trade Commission made clear that the concept was an illusion, with few U.S. counterparts for the Mexican assembly operations.

If they were "twin plants," they hardly were identical twins. In those isolated instances where related American jobs exist in the border area, the number of workers employed is only a handful compared to those in the maquiladoras. What's more, the ITC said, these jobs are concentrated in so-called "foreign trade zones" and primarily involve "storage and distribution, rather than manufacturing."

As a result, American firms are reaping huge profits by exporting U.S. jobs and importing goods produced by low-wage workers.

When the program started two decades ago, it involved only 57 plants employing 4,200 Mexican workers. The number rose by the mid-1970s to 300 maquiladoras with 30,000 employees—most of them young women and girls, not the displaced braceros it was supposed to employ. Today, some 300,000 Mexican assembly workers labor for substandard wages and working conditions in the maquiladoras, taking jobs once held by some 125,000 American workers.

Recipes for disaster

Then two events in the early 1980s converged to drastically alter the scope of the maquiladora program:

- In Mexico, the economy virtually collapsed in the wake of the worldwide oil industry decline, touching off a monetary crisis of incredible proportions. Unemployment in some area soared as high as 50 percent, the value of the peso nosedived, and hungry workers had little choice but to take maquiladora jobs paying an average of 69 cents an hour.
- In the United States, the Reagan Administration brought a blind insistence on so-called "market forces" and "free trade," touching off the worst economic slump since the Great Depression in which unemployment reached double digits.

The Administration openly encouraged American firms to rush south of the Rio Grande. Industry responded enthusiastically. In the past decade, they invested $2 billion on assembly plants just across the border, shipping products back into this country at such an accelerated pace that they now account for nearly 20 percent of Mexico's $5 billion annual trade surplus with the United States.

The impact on American workers has been devastating.

- Zenith Electronic Corp. at its Evansville, Ind., plant, displaced 1,400 assembly line workers when it ran off to Juarez, Mexico. (See box.) In an ironic twist, Zenith recently asked the Commerce Dept. to determine whether color television sets manufactured in Mexico and seven Pacific Rim countries are being dumped on the U.S. market at cutthroat prices.
- In Buffalo, N.Y., Trico Products laid off 2,200 workers when it set up its maquiladora operations.
- Farah Manufacturing gutted its El Paso, Tex., operations, slashing its workforce from its peak level of 7,000 in 1980 to only 1,200 today. The rest of the jobs were shipped across the border to Juarez.
- According to El Paso Central Labor Union President Victor Munoz, the flight to the maquiladoras in a single year led to the layoff of 3,000 workers at Billy the Kid Industries Inc., 400 at Sun Apparel, 250 at Kessler Premium Castings, 140 at Ohio Medical and 126 at GTE. Overall, El Paso has lost 14,000 manufacturing jobs since 1980. The only job creation has occurred in services—banking, insurance, custom brokerage and related service industries.
- Steve Beckman of the UAW estimates that 70,000 workers are involved in manufacturing and assembly operations at maquiladora subsidiaries of General Motors, Ford and Chrysler.
- In the fall of 1988, Rheem Manufacturing Co., which makes water heaters for commercial and residential use, announced it would shut down its Chicago plant and lay off more than 500 factory employees because it was moving its production line to Nuevo Laredo, Mexico.

And so it goes. From American communities along the border to cities and towns in states like Wisconsin, Illinois, Indiana and Florida, workers' jobs and the economy of their communities are being sacrificed on the altar of corporate profit.

Mostly young women

As for the maquiladora workers, most of them women ranging in age from 14 to 25, life is a bleak existence.

They work nine-hour days at wages ranging from 30 to 75 cents an hour. There are no fringe benefits worthy of the name. The Mexican government provides soldiers and police to stifle union organizing

Maquiladora study available

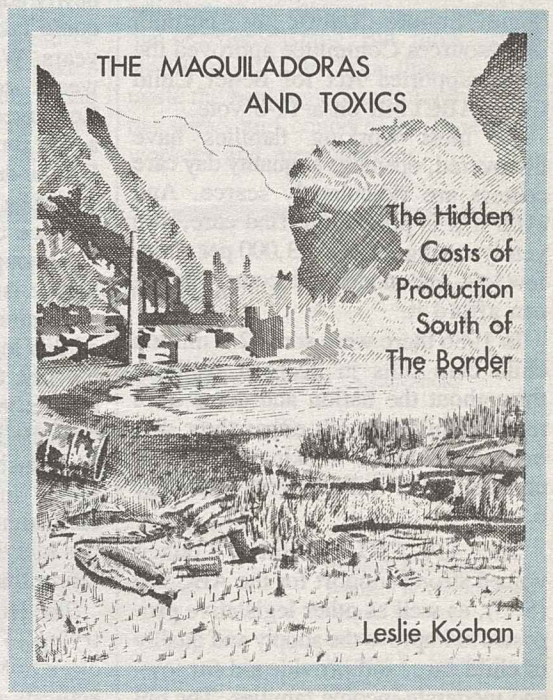
The "maquiladoras" or "twin-plant" program has failed its purported purpose of creating decent jobs on both sides of the U.S.-Mexico border and now threatens widespread pollution of the land, air and water in that region, the AFL-CIO Executive Council said at its February 1989 meeting.

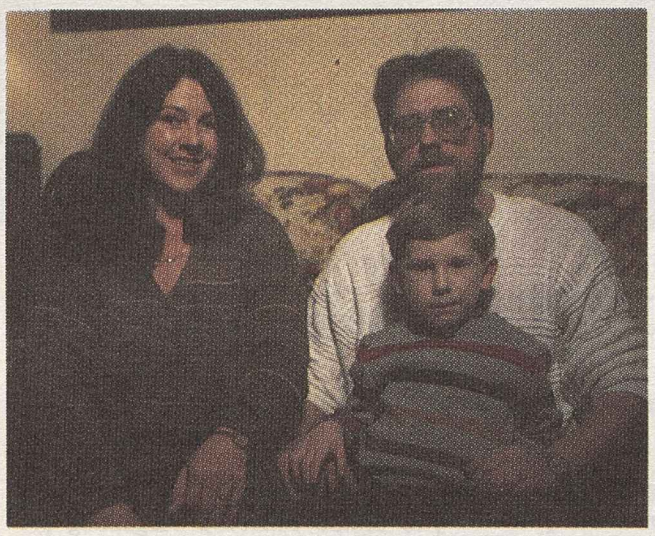
In stressing the environmental concerns created by the "uncontrolled growth" of the twin-plant program, the council released the report, "The Maquiladoras: The Hidden Cost of Production South of the Border."

The report was commissioned by the federation and authored by Leslie Kochan of the Oregon Dept. of Environmental Quality. The 12-page printed study at left is available for 50 cents a copy from the AFL-CIO pamphlet section, Room 209, 815 16th St. N.W., Washington, D.C. 20006.

The council said that, at a minimum, legislation is needed to require American firms investing in Mexico to produce goods for export to the United States to observe all U.S. environmental and occupational safety and health laws in their operations in Mexico. Failure to do so should result in import restrictions, the council said.

The maquiladora report examines the lack of adequate water treatment facilities on both sides of the border, and the large-scale threat of toxic poisoning caused by industrial accidents, unsafe transport of materials and indiscriminate disposal of hazardous waste in landfills. At risk are the drinking water supplies and irrigation waters, along with the potential extinction of many fish and wildlife species in the area, the council said.





IUE member Cindy Hudson, with husband Roger, a Teamster and son Brent, tells about losing her job when Zenith shifted television assembly operations to Mexico.

'American firms relocating to the Maquiladoras reap special tariff breaks, evade U.S. wage and hour laws, nullify existing union contracts and evade U.S. health, safety and environmental laws.'

Couple finds there's always someone who'll work for less

Evansville, Ind.

The bottom began to fall out for Cindy and Roger Hudson in 1986, just when life seemed its rosiest. Married 10 years, they had a home, a two-year-old son, and what they thought were secure jobs in unionized shops.

Then Roger, a Teamster with 13 years' seniority, was laid off from his $9 an hour job at a steel fabricating plant when the business moved overseas.

A year later, Cindy, who was earning $7 an hour after 18 years' service, drew her last paycheck. She was one of 1,400 workers thrown out of work when Zenith Electronic Corp. closed down its television assembly operations here and migrated to Juarez, Mexico. Although the maquiladora employed three times as many people, Zenith reaped an overall payroll savings bonanza of $300 million a year in the process.

What followed was a period of stress and disillusionment as the Hudsons struggled to keep their heads above water.

Roger trained as an optical lab technician and landed a job at $4 an hour. With the cost of dress clothing required for the new job, ''we actually went into the hole,'' Cindy says. When he came up for testing to get a raise, Roger was laid off and replaced by a new hire making even less.

Then Zenith shut up shop. An officer of Electronic Workers Local 849, Cindy helped negotiate the last contract before the closing. ''We offered to do anything to keep the jobs in Evansville,'' she says. ''We were not given the opportunity to do that.''

Cindy is understandably bitter. ''It was bad enough that we lost our jobs, but how could they do that to the Mexican workers? Thirty cents an hour and a hot meal? It's the same as slavery. I just felt you don't do that to other people.''

While waiting for her unemployment compensation to start, they lived on Roger's $109-a-week in jobless benefits—Indiana's benefits are among the lowest in the nation. They were denied food stamps because they had savings (less than $1,000) and were homeowners, even though that entailed the burden of a mortgage.

''We had to work too hard for our home to give it up,'' Cindy says. Somehow they scraped by. ''It was really pretty rough.''

Cindy entered a Private Industrial Council ''training'' program. ''It wasn't really any training. It was two weeks of how to conduct yourself in a job interview,'' she recalls.

There was a job sign-up session once a week. But, she says, they didn't list the available jobs until late afternoon, and she had to pick her son up at the day care center by 3 pm. ''When I complained about this, it just seemed they were just playing games. The more I hassled them, the less help I got.''

In November 1987, Roger got a $5-an-hour job at what was regarded as a well-established, family-operated lumber company. ''But it seemed we just had a dark cloud over us. They went out of business just a few months later,'' Cindy says.

Roger now works at an aluminum foundry. He started under a manpower program at $4.50 an hour with no benefits; now he makes $7.60 plus benefits. Cindy, still unemployed, says that when their son Brent starts kindergarten in the fall, ''then I can accept a lower-paying job instead of just working for day care.''

Hoping they've lived through the worst, Cindy looks back and says:

''We just existed. That's all we did. People say to me; 'If you really want a job you can find one.' We used to say the same thing. But it's just not true. Even the service jobs, there's always someone who'll work for less.''

and crush strikes. On-the-job safety regulations are virtually nonexistent or rarely enforced.

Among the harsh and unfair conditions these workers endure include:

- Denial of information on chemicals used in the workplace.
- Machinery that lacks safeguards to prevent accidents.
- Lack of protective clothing and equipment.
- Intimidation through threats of job loss or wage cuts.

The record is replete with instances in which babies born to women in the maquiladora workforce have been malformed or retarded because of on-the-job chemical exposures; women who have suffered rashes, nausea, headaches, stomach problems and a host of other illnesses caused by working with toxic chemicals; a case where only two pairs of goggles were provided on an assembly line where 50 women solder electronic parts, and the absence of extractors to draw off noxious fumes.

While Mexico is belatedly enacting statutes on the use of hazardous material in the workplace and the disposal of toxic wastes, they fall far short of the standards in force in this country. Moreover, the Mexican laws are largely window dressing. As the U.S. Commerce Dept. said in a recent report:

''The development of technical, financial and human resources to make the enforcement of current and future regulations widespread and predictable is difficult to forsee given the current economic and budgetary situation in Mexico.''

Both sides suffer

Some of the toxic waste from American-owned maquiladoras is shuttled back into this country for disposal, adding to the burden on U.S. dumps. In other instances, plant operators simply sell drums of waste to small-time operators who dump the chemicals in the middle of the desert or in someone's back yard.

Moreover, many companies pour their hazardous wastes directly into Mexican sewage systems. There are few water treatment systems south of the border, and those that do exist are primitive in nature. So toxic wastes and raw sewage end up being dumped into the Rio Grande, contaminating the water supplies of communities on both sides of the border.

The director of the Water & Sewage Dept. in Laredo, Tex., paints this stark picture of what lies ahead:

''As maquiladoras increase in number and production, we will get toxic waste in the river which we can't treat out and which is more detrimental to the human system.''

Meanwhile, maquiladoras are responsible for extensive contamination of the New River which flows through California's lettuce belt and into the Salton Sea, the state's largest lake. According to an EPA official, the New River ''contains every disease known in the Western Hemisphere.''

Air pollution is another problem plaguing communities on both sides of the border.

At a time when American communities are rethinking the whole question of incineration of waste materials Mexico permits burning at the Aqua Prieta landfill which contains unknown amounts and types of maquiladora waste. This aggrevates the air pollution problem not only in the Mexican community but in its sister city, Douglas, Ariz.

In Brownsville, Tex., there is rising concern over plans to build an incinerator in Matamoros to service an entire maquiladora industrial park. And on the drawing boards are plans for seven more hazardous waste incinerators in Mexico, four of them in the border area.

Beyond that, major toxic spills—either at the maquiladora plant sites themselves or in the transportation of these chemicals—could put at risk the safety and health of residents on both sides of the border.

There have already been several incidents that point to the potential for disaster:

- Quimica Fluor in Matamoros, which produces hydrofluoric acid, is 30 percent owned by Du Pont and a Du Pont subsidiary buys 85 percent of the plant's output. Fumes from the plant have damaged crops, and a toxic release from the plant in 1986 forced the evacuation of 3,000 people.
- Productos de Preservacion, also in Matamoros, has close financial ties with Idacon of Houston, Tex. On two occasions, it was responsible for hydrochloric spills. One occurred at a railroad transfer plant in Brownsville, Tex. The second took place when a storage holding tank collapsed at the Brownsville port, contaminating the soil and releasing a small toxic cloud into the air.

What's to be done about the myriad of problems rising out of the maquiladoras?

At a recent meeting with officials of the Confederation of Workers of Mexico (CTM), AFL-CIO Sec.-Treas. Thomas R. Donahue called for a multi-pronged approach that will include:

- Making American consumers aware of the exploitation of Mexican workers by these companies.
- Insuring that Mexican workers are able to organize into legitimate, free trade unions that can achieve reasonable wages and safe working conditions.
- A U.S. industrial buildup in the border area to relieve the high unemployment rates in Brownsville, El Paso and other cities.
- Fairness in Mexican-U.S. regulations of cross-border commerce.

The explosion of jobs in the maquiladoras has come at the expense of manufacturing employment in the United States, Donahue pointed out, adding:

Exploitation

''The real problem before us and all the other free trade unions of the world is that kind of chasing from country to country to exploit one or another group of workers.

''The answer to that problem is to raise living standards throughout the world, not to drive them down to the lowest common denominator.

''The problem facing the world economy is not an inability to produce goods and services or how to share production, but rather a lack of demand for the goods that could be produced. We know of at least one sure way to increase demand and that's by allowing workers to exercise their rights to form and join unions and to bargain for fair wages and decent conditions.''

UNION NEWS

Steelworkers ratify can agreement

Hollywood, Fla.

The Steelworkers reached contract settlements with the major can producers that include pay and pension gains, continued cost of living protection and a new premium pay provision intended to discourage excessive overtime.

USWA Vice President Leon Lynch, chairman of the union's container industry conference, said the four-year contracts were ratified unanimously by the 100 local union presidents making up the negotiating team.

The agreements directly cover 6,200 USWA members at 59 plants of the industry's Big Three—American National Can Co., Continental Can Co. and Crown Cork & Seal Co. Another 5,000 members are employed at smaller firms that normally follow the pattern of the major producers.

Management had begun the negotiations in January by seeking wage and benefit reductions, Lynch noted. But the union negotiators held firm to a no-giveback position.

Besides continuation of the cost-of-living formula, workers will receive 2 percent raises in each of the first two years of the contracts. They will get a 30-cent hourly raise in the third year and a $300 lump sum payment the fourth year.

Pensions will rise by $4 a month per year of service over the contract term. And the USWA moved a step toward its goal of a ceiling on overtime work by negotiating a super-premium overtime rate of double time-and-one-half after 60 hours a week. With substantial numbers of workers still on layoff, a curb on overtime has been a union goal.

The previous contracts, reached in 1986 after a 16-day strike, provided annual bonuses but no increase in base wages except under the cost-of-living formula.

'Rebound center' helps homeless in Kansas City

Kansas City, Kan.

A UAW local union hall has become the first stop for homeless persons seeking shelter, counseling, job training and a way back into the work world.

The Rebound Center, opened last November in the old headquarters of UAW Local 31. The facility can house up to 32 persons and offers not only clean beds and hot meals, but legal and transportation services, job search assistance and medical care.

After voting to build a new union hall in 1986, Local 31 members decided to convert their old building into a homeless shelter. Funds for the project came from a Dept. of Housing & Urban Development grant, private donations, state and local governments and the community, said Raymond Lane, chairman of Local 31's development committee and a coordinator for the center. Building trades and other union members volunteered their labor for the reconstruction effort, while General Motors Corp. and other firms donated funds and supplies.

Staffing the center are trained UAW members and case managers who had been laid off from a nearby General Motors Corp. plant, and union retirees.

Residents can live at the shelter for up to four months. While there they can get credit and financial counseling, child care, nutrition programs, housing, literacy training and other services. Working one-on-one with a case manager, residents work to complete their educations and pursue good jobs.

UAW Local 31 President Bud Carroll said the shelter was designed to give homeless people a chance to start over and an opportunity to "bounce back" into society.



Steelworkers at Crown, Cork & Seal Co. Inc.'s Chicago plant celebrate settlement of major can industry contracts covering more than 6,200 workers.

State worker rights upheld in New Mexico

Sante Fe, N.M.

New Mexico's Supreme Court has again rebuffed the state's union-bashing attorney general and upheld the right of public workers to collective bargaining.

AFSCME, representing some 7,000 state employees, has been waging a two-year legal battle against the attempt by Republican Atty. Gen. Hal Stratton to scuttle collective bargaining procedures in effect since 1972.

Stratton, who as a member of the state legislature had been a leader in an unsuccessful campaign for a "right-to-work" law banning union shop agreements, launched his vendetta against public-sector bargaining immediately on taking office in January 1987.

In July 1987, the New Mexico Supreme Court affirmed the right of state employees to engage in collective bargaining, but did not specifically close all of the paths for evasion.

The new Supreme Court decision, a unanimous verdict, would appear to resolve the issue. But the union isn't taking chances. It's backing a bill before the state legislature to put a collective bargaining policy into law.

Union Privilege signs up 10,000 for 'starter' card

More than 10,000 union members have signed up for the AFL-CIO Union Privilege Benefit Programs' "starter card," enabling them to establish credit. The project, limited initially to the first 10,000 to apply, has been expanded by 5,000.

The starter card project, sponsored by the UPBP and the Bank of New York, helps younger union members gain credit and older members reestablish credit.

The MasterCard starter card features a $1,000 line of credit, a variable interest rate pegged to the prime rate, and a $20 annual fee. Unlike other such cards, the UPBP card does not require a co-signer or a large deposit of funds.

USWA hall in Pa. added to disaster coastline project

One of the newest additions to labor's Disaster Coastline Project is the Van A. Bittner Hall in Bethelem, Pa., the union hall of Steelworkers Locals 2598, 2599 and 2600. The hall will be available to the American Red Cross for use as a disaster operations center when needed.

It is one of 130 local union halls located from Texas to Maine that are equipped to meet the Red Cross's needs in the event of a disaster.

AFL-CIO starts boycott against Harvey Industries

Harvey Industries of Athens, Tex., has been added to the AFL-CIO national boycott list at the request of the Electronics Workers. The boycott was declared after a telephone poll of AFL-CIO Executive Council members.

The firm, which makes and assembles televisions, stereos and video cassette recorders, forced a strike by its 500 employees Feb. 3, after demanding they accept a 20-cent hourly cut in their average wage of $5.56.

In 1982, when Harvey Industries bought the Curtis Mathes plant, the workers took a 25 percent slash in wages. In August 1987, the workers accepted a contract with a wage freeze.

Product names included in the boycott are Curtis Mathes, Pioneer, Funia, Welton combination TV-stereos, and Colortyme.

Teamsters 'reluctantly accept' agreement with government

A pre-trial agreement stopped the Justice Dept. suit against the Teamsters.

Teamsters President William J. McCarthy said, "While I reluctantly accept the terms of the consent order, I believe it is not the vindication and exoneration Teamsters deserve. The fact is this suit should never have been filed in the first place." He termed the suit "groundless and politically motivated to embarrass the Teamsters."

AFL-CIO President Lane Kirkland said, "We accept any equitable, agreed upon resolution of the issue that preserves the integrity of the union free of government control."

The agreement, announced Mar. 13 by the Justice Dept. and signed by the judge Mar. 14, calls for all officers to remain on the job and for an administrator and an investigations officer who will serve until 1992 and an elections officer.

The agreement calls for changes in the Teamster constitution providing for direct, secret-ballot elections in 1991 for president, secretary-treasurer and 16 vice presidents—five to be elected union-wide and 11 regionally.

Inbrief

IATSE wins improvements for 25,000 in new pact

A new two-year contract between the Theatrical & Stage Employees and the Motion Picture & Television Producers provides annual pay increases, maintains medical coverage and improves labor-improvement relations. It covers 25,000 workers.

IATSE President Alfred W. DiTolla said the agreement, retroactive to last Aug. 1, was ratified on Mar. 8. A majority of the business agents voted to recommend the package.

The agreement provides for quarterly meetings to address specific issues, create cooperative partnerships aimed at increasing work opportunities within production companies and increase efficiency and cooperation on a day-to-day basis.

The base salaries will be increased 3 percent in each year of the contract and the employers will also maintain the current level of health and welfare benefits.

Pension improvements, conditioned on the trustees' approval, include a 5 percent rise in retiree benefits, retroactive to last Aug. 1, and the same amount on Jan. 1, 1991. Employer contributions would be increased 15 percent.

BARGAINING '89

'Unions derived bargaining power in 1988 from coordinated bargaining, consumer boycotts, organizing, neutrality clauses, in-plant strategies, joint labor-management committees and corporate or comprehensive campaigns.'

Security, technology more closely linked in new contracts

By Ann Kempski

The outcomes of collective bargaining in 1988 reflect American workers' efforts to influence and address issues of concern both at work and beyond the workplace, to families and communities everywhere. Employment security, training, and technology are more closely linked than ever, and this is reflected in settlements in multiple industries. It is also recognized in major pieces of legislation enacted in 1988 to assist workers and communities affected by structural changes in the economy, and to ensure that employers will respect workers' right to 60 days of advance notification of plant closings or major layoffs.

Many of the same challenges that have confronted workers in recent years are present in 1989: stiff, often unfair competition from manufacturing and raw materials imports, continuing ''shakeouts'' in some industries from deregulation, lax enforcement of antitrust laws, the proliferation of corporate acquisitions and leveraged buyouts and uneven patterns of economic growth which bypass certain groups, industries, and regions.

Overall economic growth should persist at a more moderate rate through 1989, and inflation is expected to rise slightly. The annual average unemployment rate was 5.5 percent in 1988, suggesting tighter labor markets in 1989.

Within this framework, the 3.1 million workers with contracts set to expire in 1989 will continue to insist on affordable and comprehensive health insurance; pay equity and employment opportunities regardless of gender, race, or ethnicity; consideration of the reality of two-earner families' and single parents' urgent needs for child care and leave policies which do not penalize parenthood, and information, proper training, and equipment to deal with workplace hazards and ensure safe environments for workers and their communities. Furthermore, workers and their bargaining representatives will not permit violation of the trust between employers and older workers and retirees for a dignified and rewarding retirement.

Bargaining year 1988 was filled with numerous successful and innovative examples of the ability of unions to improve wages and working conditions, and to expand the scope of the bargaining arena. According to the narrowly defined measurements of the Bureau of Labor Statistics, which focus just on private industry contracts and only on those covering 1,000 or more workers, average wage settlements accelerated for the second year in a row in 1988. The annual figures also indicate that ''front-loaded'' contracts, in which the average increase in the first year of the contract is higher than the average over the contract term, are once again the dominant form of settlement, after two years of predominantly ''back-loaded'' contracts in 1985 and 1986.

For those workers receiving increases, new settlements rose 3.4 percent. Both lump-sum payments and cost-of-living payments triggered by formulas are excluded from these averages. While cost-of-living clauses are based on future changes in the Consumer Price Index, lump-sum payments can usually be calculated with accuracy at the time of the settlement. Beginning in 1989, the BLS plans to report lump-sums directly in its percentage increases, which will result in more complete measures of changes in contract settlements.

Construction workers covered by collective bargaining contracts negotiated in 1988 obtained wage adjustments averaging 2.6 percent over the life of the contracts. For the more than 1 million state and local government workers who bargained collectively in 1988, at the end of the third quarter the BLS reported average increases of 5.1 percent for state workers and 5.3 percent for local government employees.

Under the Federal Pay Comparability Act of 1970, a triad made up of the Secretary of Labor, and the directors of the Office of Management & Budget and the Office of Personnel Management is directed to recommend increases in federal white-collar workers' wages based on the results of an annual survey of comparable jobs in the private sector. At the end of 1987, it reported that an average 23-percent increase was necessary to make federal white-collar salaries comparable. Instead, outgoing President Reagan proposed a 2-percent salary increase, which Congress did not veto.

Falling behind inflation

Comparisons with changes in the overall price level, as measured by the Consumer Price Index (CPI-W), indicate that the average worker covered by a union contract fell behind the pace of the cost of living for the second year in a row. The index rose at an annual rate of 4.4 percent in 1988—one tenth of a point less than the December to December rise for 1987. For the typical organized worker, the total effective wage increase in 1988 was only 2.6 percent, with COLA payments factored in. For those workers receiving increases, the total effective wage increase, including COLA provisions, was 3.3 percent.

Workers in manufacturing industries that are enjoying a productivity rebound have not obtained a very large share of those productivity gains. Manufacturing output per hour increased by 3.2 percent in 1988 after rising 3.4 percent in 1987, yet real hourly compensation, deflated by the CPI, fell six-tenths of 1 percent—the second consecutive annual drop. The BLS measure of compensation includes the wages and salaries of workers plus employers' contributions for social insurance and private benefit plans.

Corporate debt is being issued at an unprecedented level, and a preoccupation with short-term profits often translates into a callous and short-sighted disregard for the value of human resources. The borrowing frenzy takes away from funding for capital investments, research and development projects, and human resource investments necessary to maintain the U.S. economic position. The borrowing also puts downward pressure on wages and leads to plant and business closings.

Lump-sum payments have replaced two-tier wage systems as the latest tactic adopted by managements in their relentless push for pay systems with a significant ''contingent,'' or variable component, but both forms of compensation were less prevalent in 1988. According to the BLS, 28 percent of all workers covered by settlements reached in 1988 provided for some lump-sum payment, down from 50 percent in 1987, and 31 percent in 1984. Lump-sums were virtually unheard of at the beginning of the decade.

Since lump-sum payments are not folded into the base wage rate of the contract, the lump-sum-payments must increase significantly over the life of the contract to replicate a traditional agreement, and aspects of the pay package which are calculated with reference to the base rate, such as shift differentials, overtime, holiday and vacation pay, erode over the life of contracts containing lump-sum payments in lieu of general increases.

The frequency of new two-tier plans is decreasing, and many of the existing ones are being phased out. In addition, COLA clauses are reappearing in many contracts, but both the number of employees covered by COLA clauses and the extent to which the clauses actually compensate for cost-of-living increases have fallen over the decade. Sixty percent of all workers under major private collective bargaining agreements were covered by COLA clauses between 1976 and 1984, and were compensated for approximately 70 percent of the rise in the Consumer Price Index. By 1987, only 38 percent were covered, and the proportion of lost purchasing power they recovered through COLA payments fell to 50 percent. In 1988, the percentage covered inched up to 40 percent, but adjustments triggered by COLA formulas averaged only 47 percent of the rise in the CPI.

The Teamsters' National Master Freight Agreement, covering some 180,000 workers, restores a COLA clause that had been suspended in the previous contract. A COLA provision was also reestablished in the 1988 contract between Kaiser Aluminum and the Steelworkers.

AFSCME's 1988 settlement with Duke University does away with a two-tier system, and pay scales will be merged over a number of years in contracts negotiated between Service Employees and Michael Reese Medical Center in Chicago, and between the Flight Attendants and USAir. In northern California, a two-tier plan between SEIU and Kaiser HMO was phased out after management had difficulty recruiting and retaining qualified health workers. The Rubber Workers at Armstrong Tire & Rubber shortened their new hire progression scale from 24 months to seven months.

Obscured by the aggregate averages and the trends in manufacturing settlements, contracts negotiated in the service sector show higher-than-average economic gains, and offer a positive glimpse of the potential for unions in this diverse and growing sector. Effective wage adjustments for all workers under collective bargaining contracts in service industries in 1988 were 3.5 percent. Scheduled deferred adjustments for service industry workers in 1989 average 4.4 percent.

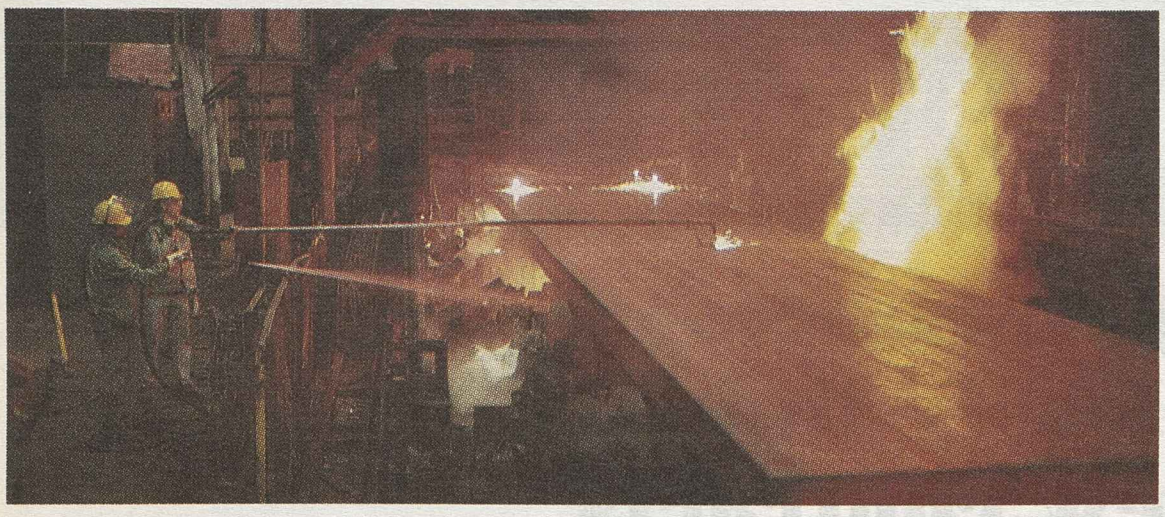
The Service Employees, Food & Commercial Workers, Teamsters, Transportation Communications Union, and Theatrical Stage Employees negotiated a three-year contract for 11,000 Disneyland employees which provides for a 14-percent wage increase over the term and upgrades in the pay progression scale. The Teachers struck New York University for three weeks before gaining an immediate wage increase of 5.5 percent for all employees in the unit, and even higher raises for lower-paid employees.

Unions are capitalizing on an upturn in much of the manufacturing sector not only to reap returns from profit-sharing plans negotiated three or six years ago in return for concessions, but in some cases are strengthening the profit-sharing formulas. Just as lump-sum pay settlements are second-best to general wage increases, profit-sharing plans are also imperfect substitutes for scheduled base wage increases. However, they do provide some method for sharing in a company's success as conditions improve. Profit-sharing plans can complement desires for job security *and* result in deferred compensation.

By the middle of 1987, Weyerhaeuser workers earned $15 million from their profit-sharing plan,

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ANN KEMPSKI is the 1988-89 research associate in the AFL-CIO Department of Economic Research.



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which was instituted in 1986 in conjunction with cuts in the hourly rate. The 1986 agreement called for workers to receive one-third of the company's pre-tax earnings, but since the formula was not triggered until an individual mill's profits reached 5 percent, not all workers benefitted equally from higher company profits. In the 1988 Weyerhaeuser contract with the Carpenters and the Woodworkers, the profit-sharing plan was strengthened and simplified, the 5 percent threshold eliminated, and most of the previous hourly cuts were restored. With the new plan, a floor of $1,400 is set on profit-sharing bonuses, and workers only need to know the actual percentage return at their mill, based on independent audits, to figure their payments. The new schedule is based on actual profits as a percentage of sales from the previous quarter. For example, if a mill earned 8 percent gross profit as a percent of sales in one quarter, according to the new schedule a worker with a W-2 income of $5,000 will receive 16.6 percent, or $833. The Carpenters also have the right to choose an accountant to review and inspect the financial records used by the company to calculate profit-sharing bonuses.

The 1988 settlement between the UAW and Chrysler calls for an enriched profit-sharing plan to match the one at Ford, which is based on a formula that entitles workers to 7.5 percent of pre-tax profits in excess of 1.8 percent of annual sales; 10 percent of profits in excess of 2.3 percent of sales; and 16 percent of profits above 6.9 percent of sales.

In 1988 Ford workers received an average of $3,000 in profit-sharing for 1987 profits. GM announced early in 1989 that it expects 1988 profit-sharing payouts to average $250 because of a 1987 renegotiated formula, which triggers payments at lower earnings levels.

In return for a loosening of the fixed hourly wage, unions may obtain greater accountability from management through access to more corporate information, and limiting management's incentive to satisfy shareholders at the expense of workers. The contract between the Rubber Workers and Uniroyal-Goodrich establishes an employee stock ownership plan in which workers are issued ''equity units,'' along with a guarantee against shutdowns at certain plants. The units are held in trust by the Rubber Workers and are redeemable in cash if the company is sold, becomes publicly traded, or after five years, whichever occurs first.

Bonuses tied to prices appear in contracts in the metals industry. Copper workers gained from rising copper prices under a price-related formula negotiated between the Steelworkers and 13 other unions, and Magma Copper Co. and Inspiration Resources Inc. in 1986.

In 1988, the Steelworkers negotiated a profit-sharing formula with Kaiser Aluminum & Chemical Co. that consists of quarterly cash bonuses tied to the price of aluminum and at Sunshine Mining Co., the Steelworkers negotiated both a profit-sharing plan and a wage formula based on the price of silver.

The Steelworkers and the Aluminum, Brick & Glass Workers founded a profit-sharing plan with Reynolds Metals and the Aluminum Company of America. At ALCOA, the plan kicks in when the return on domestic aluminum assets hits 6 percent.

The Teamsters agreed to a provision in their National Master Freight Agreement that permits wage cuts in return for a share of future profits. At Transcon Lines, the Teamsters now have three seats on the company's board of directors, and the right to represent workers at any non-union dry freight companies that Transcon may buy.

Members of the Carpenters at Omak Wood Products, Inc., northeast of Seattle, Wash., bought a majority interest in the troubled sawmill and plywood plant.

With no end in sight for ''merger mania,'' unions are devising ways to protect workers from falling victim when profits and assets of healthy subsidiaries are siphoned off by highly-leveraged parent companies, subsidiaries are spun off to new owners who cancel existing contracts and engage in other union-busting techniques, or pension funds are raided to finance speculative deals.

The Coordinated Bargaining Committee at Westinghouse secured a provision in the new contract which requires any new owner of a Westinghouse plant to recognize the unions and provide employees with comparable benefits and wages. RWDSU negotiated a successorship clause in its new three-year contract with Bloomingdales, as did the Rubber Workers at Firestone. Part-time workers represented by Food & Commercial Workers at Bradlees stores will be eligible for severance pay. The Flight Attendants at Piedmont and Pacific Southwest Airlines will achieve full parity with Flight Attendants at USAir when all three airlines officially merge in 1989. Meanwhile, the AFL-CIO and affiliated unions are pushing for legislative and judicial remedies to discourage corporate sponsors of defined benefit pensions from using ''excess assets'' in ways often contrary to the legal requirement that a plan be for the exclusive benefit of employees or their beneficiaries. A 15-percent excise tax on reversions of pension funds is now in effect due to strong lobbying from unions. Strategies to deter buyouts and takeovers include possible tax law changes to limit interest deductions on debt, a provision in the law which actually rewards highly leveraged companies with smaller tax bills.

Fighting unilateral decisions

By exercising their rights as shareholders and pension fund trustees to vote and otherwise influence decisions such as corporate restructurings, and even plant closings and health-related workplace issues, unions are giving workers a voice in the boardroom. While shareholder resolutions sponsored by unions have difficulty winning majority support, they nevertheless draw closer scrutiny of managements' decisions. The Carpenters, acting through pension funds, convinced 32 percent of voting shareholders of Weyerhaeuser to remove a ''poison pill'' company bylaw requiring 80 percent of shareholders to approve mergers and acquisitions.

The Northwestern Indiana Building Trades Council succeeded with a strategy of removing approximately $100 million in multi-employer pension fund accounts from two large Chicago-based banks that had ties with American Oil Co., which had hired non-union workers at sub-standard wages to handle a large maintenance project at its Whiting, Ind., refinery.

Another example of unions' increased activism in investments is a new multi-employer 401(K) savings plan negotiated by the Mine Workers and the Bituminous Coal Operators of America.

By combining several provisions in a single contract to give workers real options and opportunities when confronted with changes in the workplace, unions are increasingly meeting the diverse needs of young and older workers, those with and without strong basic and specialized skills, workers eager to tackle jobs utilizing new technologies, and those with families that are able to relocate, for instance. They are drafting contract language that attempts to prevent employers from unilaterally severing a relationship with workers who have demonstrated commitments to, and made investments in, both companies and crafts.

The contract between General Electric and a Coordinated Bargaining Committee, made up of the Electronic Workers, Electrical Workers and several other unions, calls for an improved early retirement system and benefit protection for workers with 25 years of service. It also provides for nationwide preferential hiring for GE workers laid off as a result of transfer of work, automation, plant closings, or discontined product lines.

The 1988 contract with Westinghouse provides choices to workers faced with change as well. While management may de-skill some jobs, this contract prevents management from de-skilling the workers who hold those jobs. It increases the number of weeks employees' pay rates will be frozen when their jobs are downgraded for reasons such as automation or a work transfer.

At Pratt & Whitney, the Machinists secured provisions which expand job opportunities in several ways. The contract consolidates occupational groups from 110 to 65 categories and adds a new top grade to the wage scale, resulting in promotions and upgrades for 20 percent of the bargaining unit. The Electronic Workers' agreement at Ford's Refrigeration Products Division extends recall rights from four to five years eligibility for laid-off workers, and increases the age for apprenticeships from 25 to 45 years of age. Teamsters with at least five years of service at Anheuser-Busch who lose their jobs as a result of automation are entitled to jobs in one of the other 12 plants covered by the settlement.

A joint employee development and training fund was established by the UAW and Caterpillar in a new contract covering over 18,000 workers. The Hotel Employees & Restaurant Employees in Boston negotiated a provision for an education fund that will emphasize three areas: English language instruction, literacy, and college scholarships. AFSCME and Duke University agreed to tuition grants covering up to 90 percent of tuition costs for Duke workers and their families who attend Duke, or any other private institution in the state.

The Alliance for Employee Growth & Development, created in 1986 between the Communications Workers and AT&T, has merged with Partnership training programs covering Electrical Workers at AT&T. Its current client base is now 150,000 workers, and the level of worker participation has increased and services have been expanded. More than 16,000 workers had completed Alliance training activities and services at the end of 1988. The program model is based on the presence of local level union-management committees, who identify the needs of workers at their particular location.

Four computer learning centers opened in 1988 as an outgrowth of the Enhanced Training Opportunity Program (ETOP) negotiated between IBEW and AT&T in their 1986 contract. The purpose of the program, which covers IBEW members at AT&T factories, is to make learning opportunities available to workers in order to update or increase their occupational skills, thereby improving their prospects for alternate employment with AT&T or elsewhere in the event of a layoff. In 1987, ETOP's first full year of operation, nearly 3,000 IBEW AT&T members attended 134 different courses ranging from computer awareness to real estate sales.

The building trades continued their long tradition of joint apprenticeship and training programs in 1988. New funds were established for Laborers in Pennsylvania and Kentucky, and longstanding ones were strenthened with increased contributions by the Plumbers & Pipefitters in Illinois and Indiana, just to name a few.

New legislation enacted in 1988 is designed to



aid workers, their unions, and their communities in training and retraining efforts. The new plant closing law, also known as "WARN," requires employers to provide 60 days notice for plant closings in establishments with at least 100 workers, and for mass layoffs involving 33 percent of the workforce, or at least 50 workers. Union representatives, state dislocated worker units, and the chief elected official of the area where the closing or layoff occurs must be notified. Early notification will translate into better representation for organized workers at risk of dislocation.

"WARN" will be coordinated with the Economic Dislocation & Worker Adjustment Assistance Act, which replaces Title III of the Job Training Partnership Act, and will distribute federal funds to the states according to a formula based on the unemployment rate, the extent of long-term unemployment, and data from plant closings and mass layoffs.

In addition, the Omnibus Trade & Competitiveness Act of 1988 changes trade adjustment assistance for workers displaced from their jobs by imports by requiring active participation in training, and expansion of potential eligibility for certain oil and gas industry workers.



Inroads first made by unions bargaining in the public sector for pay equity, parental leave, child care, and flexible scheduling are slowly making their way into private sector agreements. The Hotel Employees & Restaurant Employees at Yale University ratified a new contract which reforms the job classification system and establishes an affirmative action plan.

A pilot child care program opened at USWest for 3,000 Communications Workers members in Tempe, Ariz. The result of an 18-month joint labor-management task force, the center's start-up costs are financed by USWest, and services will be offerred at a discount to workers who work weekends and shifts, and have difficulty finding adequate child care. The Electronic Workers at Unisys Shipboard & Ground Systems Group established a new tax savings account for daycare, and IUE members at Indiana-Ford Electronics & Refrigeration Corp. agreed to a new contract which allows for one year of unpaid parental leave. Tens of thousands of Ladies Garment Workers obtained the option of six months' unpaid parental leave (for either parent) after pattern-setting agreements were made with employer associations in the Northeast. The 3,700 clerical workers represented by IBEW at Pacific Gas & Electric also obtained a new six months' unpaid parental leave policy. Rubber Workers at Goodyear established a $750 company payment towards child adoption expenses.

The UAW and John Deere Co. agreed to an Excess Overtime Account to discourage the use of overtime. One third of an hour's pay for every overtime hour worked after five percent of straight-time hours will be set aside in an account. A worksharing plan was approved by UAW members at GM in Van Nuys, Calif. In the event of reduced vehicle sales, one shift will be laid off for a two week period while the other shift works for a two-week period.

The SEIU bargained hard for a contract with the Affiliated Hospitals of San Francisco to obtain a paid-leave plan which combines vacation and sick leave so that employees can be rewarded vacation days for unused sick leave. Bakery, Confectionery & Tobacco Workers at Keebler obtained a new program that offers one day's pay for each four months of perfect attendance.

Employer demands for health care cost containment increasingly take the form of cost *shifting* through larger deductibles, and employee-paid shares of the premium. Health care costs are once again accelerating as they did in the beginning of the decade when they prompted the first wave of cost containment measures.

Unions are attempting to put caps on the annual out-of-pocket costs any employee and his or her family should have to bear, while at the same time protecting members from catastrophic expenses. Meanwhile, the escalation of health care costs continues, and the problem appears beyond the best efforts of labor-management cooperation. Organized workers are holding on to hard-won increases in both coverage and quality. In fact, they are continuing in their role as path breakers and trend setters for the rest of the workforce, pressing for expansions into mental health and substance abuse treatments, and coverage for part-time workers.

UAW members at Loral Corp. in Ohio struck over demands for employee premium payments, and even settled for no wage increases and lump-sum COLA payments to avoid cost sharing. Machinists at Pratt & Whitney will pay the first 20 percent of hospitalization costs to a yearly maximum of $500 for individuals and $1,000 for families, beginning in 1990. In return, workers will have full emergency room coverage.

Communications Workers at General Telephone of Kentucky were able to negotiate expanded medical coverage to include routine mammograms,



pap smears, midwife services, and reimbursement for prescription drugs. In a contract with the Realty Advisory Board of New York City, Service Employees obtained a "well baby" provision covering various medical costs from birth to age three. Oil, Chemical & Atomic Workers, Chemical Workers, and Clothing & Textile Workers at Merck increased lifetime dental insurance to $15,000.

The IAM and General Dynamics created an employee assistance program in their new contract which is believed to be the first of its kind in the defense industry. Stressing education and rehabilitation, the program establishes at least four hours of side-by-side training for union representatives and company supervisors on recognition and identification of employee substance abuse.

Two separate programs to help workers overcome mental health and substance abuse problems began in 1988 by the UAW and Chrysler.

The Teamsters, representing workers at a Sears Auto Center in Long Island, N. Y., successfully bargained a first contract including health care coverage for part-time workers which effectively extends the benefit to part-time workers at Sears nationwide. The Food & Commercial Workers negotiated a contract with an employer's council of eight grocery store chains which reduces the number of hours of work needed per month to be eligible for medical and dental insurance coverage, and guarantees 16 hours of work per week to part-time employees to assure they will qualify under the new rules.

Health and safety issues are a growing priority for workers in many industries. Unions with members outside of manufacturing are anxious to

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1989 Collective Bargaining Calendar

State and Local Government—Contracts covering almost one million public sector workers are set to expire in 1989. Unions involved include AFSCME, Service Employees, Communications Workers, Teachers, Amalgamated Transit Union, Fire Fighters, Police, and more. Bargaining is especially heavy in California, Ohio, Michigan, and Massachusetts.

Telephone Communications—CWA and the Electrical Workers will negotiate expiring contracts in May with American Telephone and Telegraph Co. (AT&T) for long-distance operations, and seven regional companies for local operations.

Construction—During April, May, and June, many of the 159 major construction contracts scheduled to expire in 1989 will be renegotiated. Most of the workers covered by these agreements are in the Midwest and West.

Wholesale and Retail Trade—The Food & Commercial Workers, the Hotel Employees & Restaurant Employees, the Retail, Wholesale & Dept. Store Union and other unions representing nearly 250,000 workers will renegotiate contracts in 1989. Most of these workers are covered by major food store contracts, with the remainder in eating and drinking places, department stores, drug stores, automotive dealers, and wholesale trade.

Longshore—Contracts covering workers in ports all over the U.S. will expire in 1989. The Longshoremen and the Longshoremen's & Warehousemen's Union will renegotiate these agreements.

Health Care—RWDSU, SEIU, Steelworkers, Hospital & Health Care Employees and other unions will renegotiate contracts covering more than 89,000 workers in health services in 1989. These include contracts between RWDSU and the League of Voluntary Hospitals & Homes in New York City, and SEIU and Kaiser Permanente in northern California.

Primary and Fabricated Metals—Contracts were set to expire early in 1989 for can manufacturing workers, represented by the USWA and Aluminum, Brick & Glass Workers, and in August for steel production workers, represented by the USWA.

Aerospace—Almost 41 percent of all aerospace workers covered by collective bargaining agreements will renegotiate contracts during 1989. The majority of these workers are represented by the Machinists and UAW.

Airlines—Machinists at both United and TWA will renegotiate contracts, as will Transport Workers at American. The Air Line Pilots contract with Delta is also subject to renegotiation.

Building Maintenance—SEIU members working in real estate management and building maintenance will renegotiate pacts during 1989, including major contracts with New York employer groups.

Theatre, Motion Pictures—Actors' Equity will bargain with New York Theatres and the Screen Actors are scheduled to renegotiate the Theatrical Motion Pictures & Television Contract.

Beyond 1989

In 1990, the UAW will have concurrent expiration dates at all of the Big Three automakers for the first time since 1979. The Teamsters will renegotiate their contract with UPS, and petroleum refining workers belonging to the Oil, Chemical & Atomic workers will also bargain with the major oil companies.

Continued from Page 9

see OSHA's Hazard Communication Standard expanded to cover more industries, while all unions continue to press OSHA to inspect, enforce, and promulgate new standards. In New York, 30,000 state workers who use VDTs will be eligible for new vision care benefits under a 1988 collective bargaining agreement approved by the state and AFSCME, SEIU, and AFT.

A joint union-company panel of the IAM and Boeing agreed to remove phenol and formaldehyde materials from the manufacturing processes at Auburn, Wash. Fire Fighters in Chicago increased their benefit for protective gear and clothing from $100 to $350 per year.

The Clothing & Textile Workers negotiated an 18-month contract with 15 cotton garment manufacturers that establishes several joint labor-management committees, including safety and health committees in each plant.

The UAW and GM together mailed education booklets on AIDS to 500,000 GM workers from jointly administered funds in the UAW-GM Education Program. Done both to educate and prevent the spread of the disease, the sponsors are using video and employee training counselors and medical and safety personnel in each plant, in addition to the nationwide mailing.

Textile Workers local unions in Pine Grove, Pa. negotiated an alternative to the closing of a dye and knitting facility by getting involved with the state environmental protection agency, and local government.

The owner of Gold Mill Inc. instead plans to spend $11 million over the next three years, part of which will go into upgrading the Borough of Pine Grove's sewage and water facilities.

The 1988 contract between the Machinists and Pratt & Whitney offers new early retirement incentives and at Westinghouse, the pension formula was boosted from a range of $16 to $22 per month per year of service, to $18 to $25 over the term of the contract.

The Steelworkers and the Aluminum, Brick & Glass Workers improved their pension plans for new retirees by an average of 20 percent at Reynolds Metals. Surviving spouse benefits for Mine Workers were increased from 50 percent of the amount the retiree was receiving to 75 percent in the contract between UMW and the Bituminous Coal Operators Association. At New United Motors Manufacturing (NUMMI), the UAW bargained for a shift from a defined contribution to a defined benefit pension plan.

American labor unions demonstrated their continued vitality and adaptability in 1988. Actions and efforts away from the bargaining table are increasingly blurring the traditional time-frame of contract negotiations, and unions are attaining influence and bargaining power through the acquisition of new expertise and influence. Unions derived bargaining power in 1988 from coordinated bargaining, consumer boycotts, organizing neutrality clauses, in-plant strategies, joint labor-management committees, and corporate, or "comprehensive" campaigns.

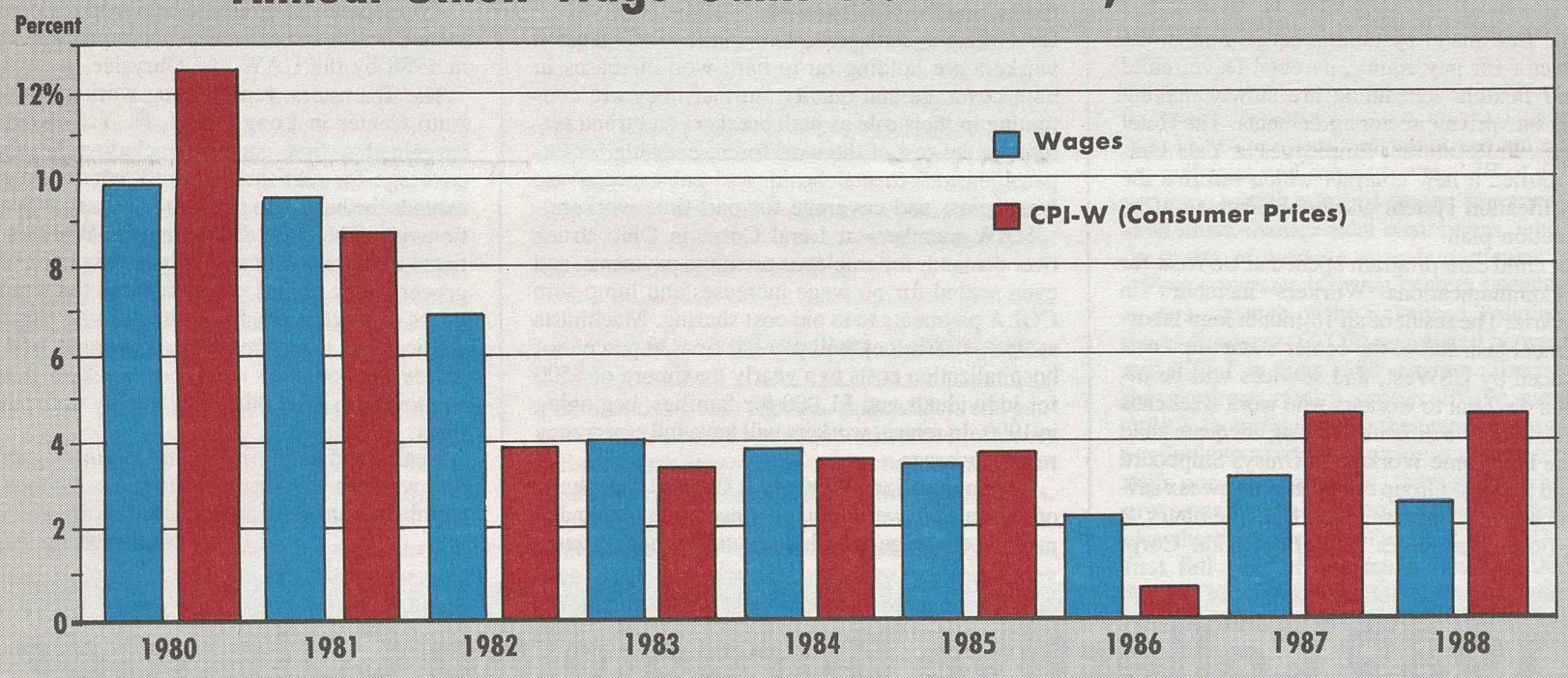
The Service Trades Council, a coalition including the Service Employees, Food & Commercial Workers, and the Teamsters, jointly negotiated a contract covering more than 11,000 workers at Disney World, Fla. The Communications Workers and Electrical Workers plan to co-ordinate their 1989 bargaining with AT&T. The Oil, Chemical & Atomic Workers, the Mine Workers, and Chemical Workers of Canada joined together to share information for their contract talks in 1988.

The Ladies' Garment Workers succeeded in a consumer boycott against Soho, a $30-million-a-year blouse firm that used sweatshop contractors and non-union workers. Food & Commercial Workers at Food Lion stores, a subsidiary of Delhaize Freres of Belgium, enjoyed the support of Belgian unions, who struck the Belgian operations in an effort to persuade Delhaize to change Food Lion's policy of sub-standard wages and benefits in the United States.

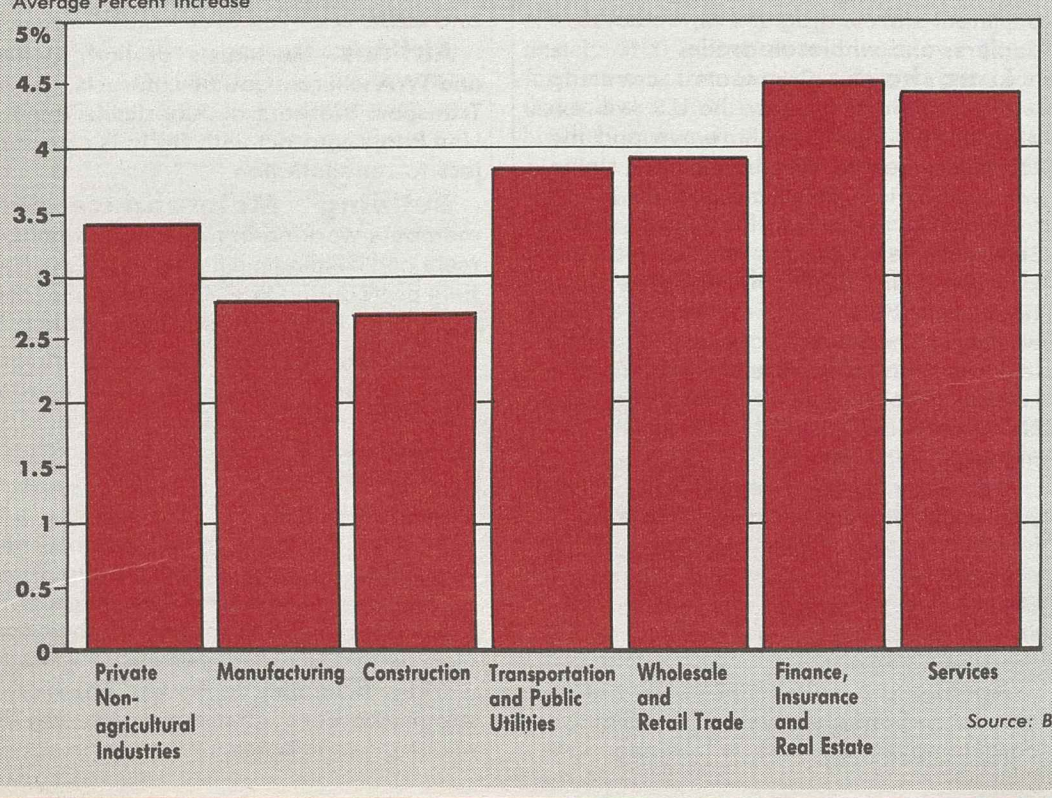
When the IBEW learned Zenith was considering selling a major portion of its business to a Korean firm, it knew thousands of jobs were at stake. It was clear the Korean buyers had no intention of building televisions in the U.S. The IBEW obtained the necessary legal and financial backing, and prepared to make an offer to buy that division of Zenith. With a higher price in the picture, the Koreans backed out and thousands of jobs were saved. In another effort to prevent jobs from going offshore, the Electronic Workers at G.E.'s motor division agreed to wage concessions in return for a company pledge to invest $200 million in domestic motor plants, and an employment security clause in effect unless motor orders fall significantly.

Many more contracts were negotiated in 1988, with the parties to those agreements fortifying collective bargaining relationships that are responsive to workers' needs and aspirations. A union card and a collective bargaining contract remain advantageous: among all workers over 16, the median union paycheck is $480 weekly compared to $356 for nonunion workers, according to the BLS. When benefits are factored in, the advantage is even greater.

Annual Union Wage Gains vs. Inflation, 1980-1988

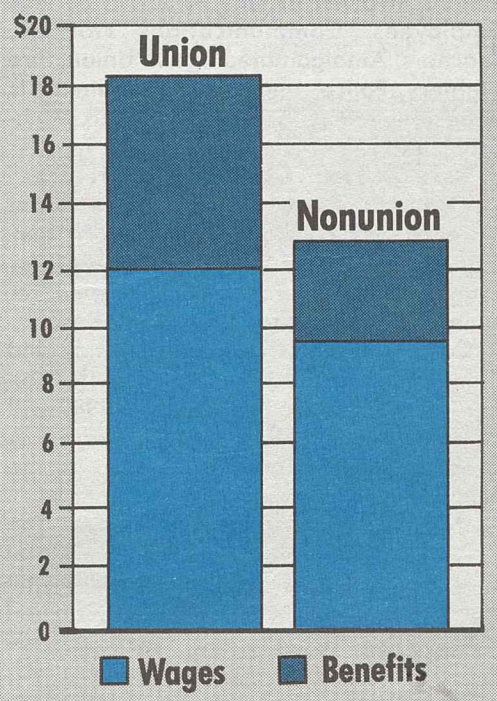


1989 Deferred Increases by Industry



Source: BLS

Hourly Wages & Benefits Union vs. Nonunion 1988



JOB SAFETY

Worker death and injury toll cries for remedy

By Peg Seminario

On Apr. 28, the AFL-CIO will observe the first Workers Memorial Day with a wide variety of activities to show workers' concern about the high toll they pay in job-related injuries, illnesses and death.

The federation will be coordinating activities at six sites—Las Vegas, Kansas City, Cincinnati, Austin, Tex., Omaha, Neb., and Bridgeport, Conn. Events will be held in dozens of other cities across the nation, sponsored by local unions and state and local central bodies.

The observance will pay tribute to the victims of the workplace and serve notice of an intensified campaign to improve the nation's job safety and health laws. The first Workers Memorial Day, coming at the beginning of the Bush Administration, points up the opportunity for OSHA to renew its commitment to workers. Workplace hazards threaten the lives and health of American workers and require a renewed commitment to action.

The following information on worker deaths and injuries underscores the need for a nationwide improvement in job safety and health.

FATALITIES

Every year more than 10,000 workers are killed on the job as a result of traumatic injuries. Unguarded machinery, trench cave-ins, electrocutions and motor vehicle accidents are responsible for a large number of these deaths. Craft workers, transportation workers, laborers and farmers have the highest numbers and rates of job fatalities.

The deadliest industries, according to government statistics, are mining, transportation, construction and agriculture. Texas and California have the highest number of work-related fatalities—an average of 781 deaths in Texas and 739 deaths in California were reported each year from 1980 to 1985.

These grim figures fail to paint the full picture of on-the-job fatalities. Deaths caused by occupational diseases are not included in official government figures, and because of shortcomings in the methods of collecting job-related fatalities, not all fatalities due to work-related injuries are reported.

Several government agencies collect data on occupational fatalities using various sources, resulting in a wide range of estimates of the annual number of occupational deaths. For 1987, the Bureau of Labor Statistics (BLS) estimated there were 3,400 work-related fatalities. This figure is for the private sector only and omits fatalities in workplaces with 10 or fewer employees. More importantly, it is based on employers' records of injury and illnesses.

Audits by the Occupational Safety & Health Administration and state health departments have shown gross underreporting of fatalities and injuries by employers on these records.

The National Institute for Occupational Safety & Health reports nearly 7,000 work fatalities each year, basing its figures on reviews of death certificates—but not all death certificates report a worker's occupation or a work-related cause of death.

Using data from both the National Center for Health Statistics and state workers' compensation records, the National Safety Council estimates that more than 11,000 workers are killed on the job each year.

Based on all these sources of information NIOSH has concluded that more than 10,000 workers are killed each year due to on the job injuries.

While the actual extent of work-related deaths is unclear, organized labor knows the toll is far too high and that most of these fatalities could have been prevented.

INJURIES

Every six seconds another American worker is injured on the job. Last year, according to BLS, more than 5.6 million workers were injured—2.8 million severely—due to work hazards. For 70,000 workers, their injuries resulted in permanent disability, robbing them of a full and active life.

Meatpacking, construction, shipbuilding, and foundries are among the most hazardous industries with injury rates two to five times higher than the national average. Younger, less experienced workers who may not be adequately trained are particularly at risk. According to the BLS, workers aged 20-24 have the highest injury rate and more than 40 percent of those injuries occurs during their first year on the job.

As with fatalities, the number of injuries reported by BLS may grossly understate the extent of the problem. BLS figures, which don't include public sector workers, are based on employers' injury and illness reports. OSHA audits of such employer records have revealed massive underreporting of injuries by major employers—including Union Carbide, John Morrell & Co., and Chrysler. If large employers such as these, with established safety and health programs, underreport injuries, practices by small- and medium-sized employers with no safety programs may be much worse.

NIOSH, using other sources for its information, estimates that the true toll of workplace injuries exceeds 10 million workers each year.

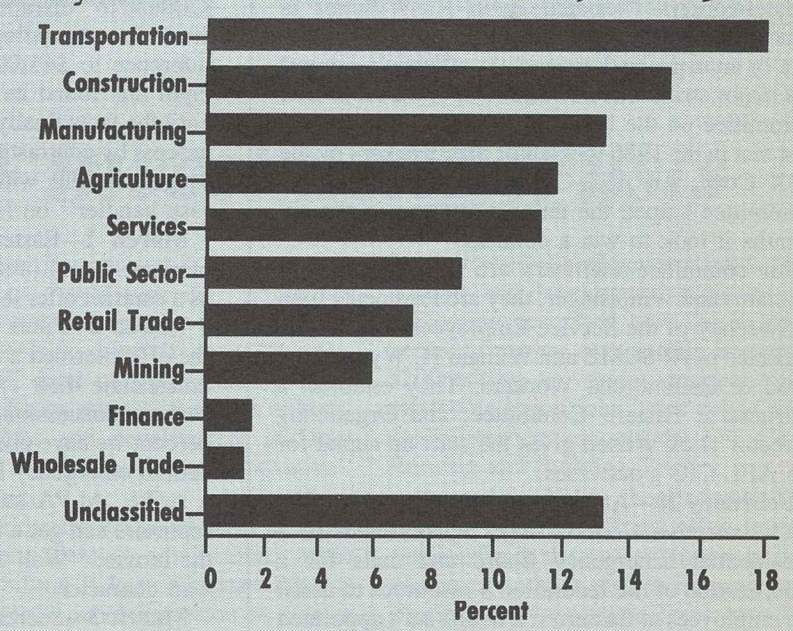
To address workers' concerns about job safety, the AFL-CIO believes it is time to update and improve the Occupational Safety & Health Act. Labor's 18 years of experience with the law have shown where it is deficient. It should be strengthened by:

- Mandating worksite safety programs, and expanding worker participation and rights.
- Strengthening OSHA enforcement.
- Addressing construction safety and health hazards.

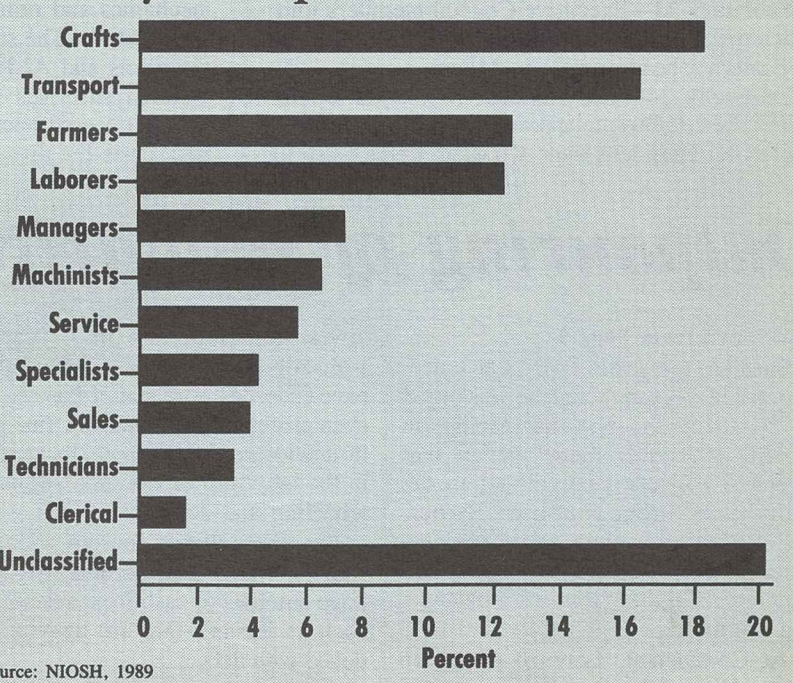
Average Annual Job Fatalities 1980-85

STATE	All Fatalities	Private Sector Fatalities Per 100,000 Workers
Connecticut	21	1.6
Massachusetts	62	2.4
New York	179	2.7
Rhode Island	11	3.1
New Jersey	105	3.7
Minnesota	77	4.6
New Hampshire	19	5.1
Ohio	200	5.2
Dist. of Columbia	22	5.5
Michigan	167	5.5
Missouri	107	5.7
Arizona	59	5.9
Maryland	97	6.4
Wisconsin	116	6.5
Pennsylvania	278	6.6
Hawaii	33	6.7
Delaware	17	7.0
South Carolina	76	7.0
California	739	7.1
Illinois	309	7.1
Vermont	14	7.2
Oklahoma	82	7.8
North Carolina	194	7.9
Indiana	160	8.2
Maine	30	8.2
Alabama	98	8.4
Tennessee	145	8.5
Washington	136	8.8
Iowa	99	9.6
Florida	375	10.0
Kansas	89	10.2
Colorado	133	10.5
Virginia	216	11.3
Nebraska	67	11.7
Arkansas	85	11.8
Oregon	108	11.9
Louisiana	168	12.2
Nevada	56	12.3
Georgia	259	12.4
Texas	781	13.2
Kentucky	160	14.0
New Mexico	58	14.0
North Dakota	32	14.2
Mississippi	104	14.9
South Dakota	36	15.3
Utah	77	15.5
West Virginia	86	17.2
Idaho	55	18.2
Montana	57	22.6
Wyoming	53	32.5
Alaska	51	34.2
United States	**6,757**	**7.9**

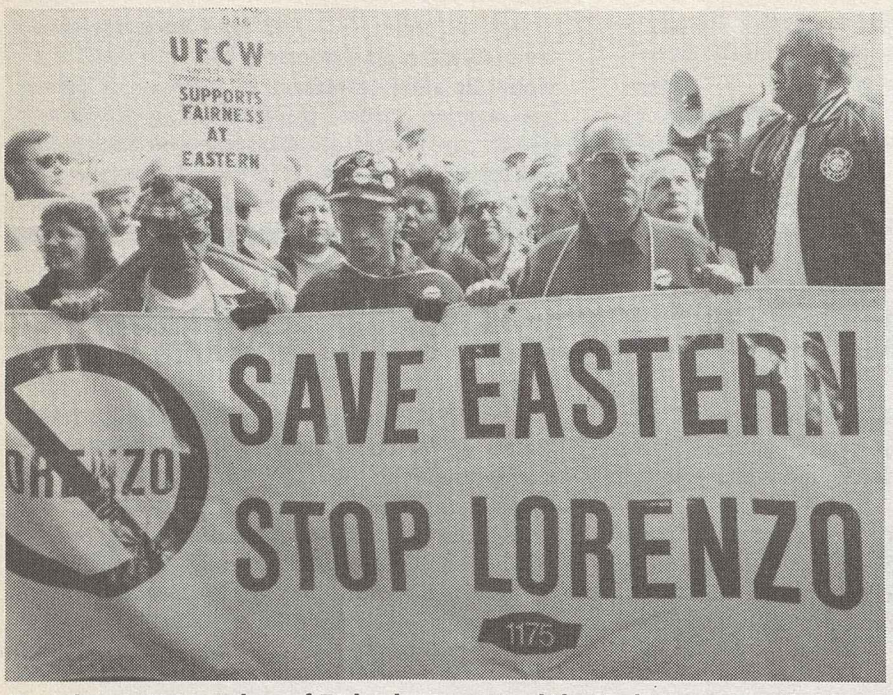
Job Fatality Breakdown By Industrial Division: 1980-85



Job Fatality Breakdown By Occupation: 1980-85



Source: NIOSH, 1989



More than 2,000 members of 75 local unions joined the Machinists on a picket line at O'Hare airport, forming a half-mile long parade in front of three terminals.



Flight Attendants Local 553 members picket outside Miami hotel where Eastern Air Lines was taking applications for "permanent replacements."

Federation committee sounds mobilization call

'A battle that would engage the entire labor movement'

This is an account of the mobilization of the trade union movement to support Eastern's workers and their unions through the 12th day of the strike.

February 16—Machinists' President William W. Winpisinger reports to the AFL-CIO Strategic Approaches Committee on the IAM's stalled negotiations with Eastern and management's rejection of arbitration. He sees little hope of avoiding a strike on Mar. 4 if President Bush doesn't follow the procedures of the Railway Labor Act and appoint an emergency board. Given Frank Lorenzo's track record, this could be a battle that would engage the entire labor movement.

Steelworkers President Lynn R. Williams is chairman of the committee appropriately. The concept of an organized channeling of labor's support in a major strike was an outgrowth of the AFL-CIO Committee on the Evolution of Work and had its first test in the 1986 lockout of Steelworkers by the USX Corp. An AFL-CIO Steelworkers Support Committee helped the union persevere in the six months it took to win a contract.

All committee members are present. Besides Williams and Winpisinger, they are Presidents John J. Sweeney of the Service Employees, Gerald W. McEntee of AFSCME and William H. Wynn of the Food & Commercial Workers. They establish a Fairness at Eastern Committee, and Organizing Director Dick Wilson gives the start-up signal for the AFL-CIO's activities.

February 20—At its opening session, the AFL-CIO Executive Council urges appointment of a Presidential Emergency Board and calls for a mobilization of the federation's resources to assist the employees at Eastern if a board isn't appointed and the Machinists are forced to strike. Wilson asks affiliated unions to name coordinators to organize special activities in the 13 key cities served by Eastern.

February 23—Executive Council members join Machinists and members of allied unions at a rally at Eastern's headquarters in Miami.

February 24—The National Mediation Board asks President Bush to appoint an emergency board. AFL-CIO President Lane Kirkland urges Bush to accept the recommendation, as Democratic and Republican presidents alike have routinely done in 33 previous airline cases under Railway Labor Act provisions.

Support for appointment of an emergency board comes from groups such as the Black Leadership Forum, which includes the major civil rights organizations.

February 28—Labor's effort to set the record straight on media misrepresentations of the dispute bear partial fruit when the New York Times says in an editorial that it "regrets the error" made the previous Friday about non-existent "threats" by Kirkland to "disrupt vital transportation links." But there is no apology for the completely false reference to $45,000-a-year baggage handlers, a myth that found its way into several news stories until the facts finally caught up. Kirkland prods the process by contrasting the mythical $45,000-a-year baggage handler with the very real "$450,000 briefcase handler" on hire to Lorenzo.

March 1—Eastern pilots receive a videotape message from Lorenzo outlining what he describes as a contract offer that responds to all their demands.

March 2—Pilots negotiating committee analyzed the offer, termed it a five-year giveback that would emasculate their existing contract and "calls for contract concessions of 19 percent on top of the 32 percent we have given in the recent past." A presidential emergency board is the only way to avoid a strike, ALPA stressed. Kirkland suggests that reporters can get a better picture of Lorenzo from the movie, "Wall Street," and its asset-stripping lead character.

March 3—Secretary of Transportation Samuel Skinner announces that President Bush will not stop a strike by appointing an emergency board. Eastern management is elated. The company had already contracted for strikebreakers to replace its union mechanics and ramp workers.

March 4—The strike starts and the solidarity of the pilots and ALPA's Eastern Master Executive Council surprises reporters who had swallowed Lorenzo's assurances. "Eastern has its wings clipped" was the thrust of the news stories that day.

March 4, 5, 6—Leaders of unions directly use media forums to tell the public about the more than $1.5 billion Eastern employees have already contributed in past pay and benefit concessions. Kirkland refers to the $1.5 billion as the workers' investment and asks, "How much of his own money did Lorenzo put into Eastern?" Eastern's labor costs are already in the bottom layer of the airline industry and Lorenzo's latest demand for wage cuts is the sixth asked of Eastern workers in 13 years.

March 7—House Transportation Subcommittee holds all-day hearing on legislation that would require Bush to appoint an Emergency Board in the Eastern dispute. Skinner expresses the Administration's continued opposition as Kirkland and officers of the three Eastern unions join in supporting the bill. It wins subcommittee approval, 21-12, and clears the full committee by voice vote.

Pilots use a satellite link for a stirring videoconference from Miami, Atlanta and Washington, with links to 12 other cities. At an enthusiastic packed civic auditorium in Atlanta, a pilot holds up a homemade sign that tells the story: "United We Stand, Divided We're Continental" Pilots need no reminding that it was Lorenzo who turned Continental into a scab airline.

March 10—Eastern's filing for bankruptcy brings comment from Kirkland: "Regrettable but no surprise. Frank Lorenzo has engaged in a systematic milking of Eastern's assets to feed other sectors of his bizarre financial network."

March 11—AFL-CIO launches a relief fund to help union members at Eastern, puts $100,000 in the pot as a starter. By day's end, it has grown to $250,000 and the phones remain busy. The fund passes the half-million mark on the fourth day.

March 12—Demonstrations, rallies, picket line support continues. New events announced for March 18-19 range from a prayer rally in Lafayette Park across from the White House to a solidarity rally at a UAW hall in Dearborn, Mich.

March 15—House debates and quickly votes 252-167 for a bill to require President Bush to appoint an emergency board with a shortened timetable to complete its work.

Outpouring of solidarity grounds Eastern, Lorenzo

Continued from Page 1

Bush has refused to appoint an emergency board, even though he was urged to do so by the National Mediation Board, the government agency that oversees collective bargaining in the railroad and airline industries. Earlier, the mediation agency asked the two sides to accept binding arbitration. The Machinists agreed; Eastern's management refused.

At Continental, Lorenzo ended up with a "union-free" airline paying the lowest wages of any major carrier. Ironically, Continental's recent losses have exceeded even that of Eastern. But even professional accountants find profits and losses almost impossible to track in the labyrinth of Lorenzo's financial wheeling and dealing.

The Wall Street Journal tried last year. It found that Lorenzo extracted huge amounts of cash from subsidiaries such as Eastern that are heavily burdened with debt.

"The parent company keeps raking in from the airlines an assortment of management fees, airplane rents, airport gate rents, fuel purchase commissions and other payments. 'Upstreaming of cash,' company officials call it," the newspaper reported.

Lorenzo sits on top of the pyramid with 52-percent control of a holding company that in turn controls Texas Air, which owns Eastern, Continental and other entities that keep the cash flowing.

The Eastern strike is moving some of this information from the financial back pages to the news section. And in every public forum open to workers and their unions, the labor movement has continued working to set the record straight on the myths generated by Eastern's propaganda machine. An example of this is "the $45,000 ramp worker," who would get very little sleep if he had to work all the overtime hours that would be needed to earn that sort of paycheck on a job that starts at $9 an hour.

Q and A on Eastern Air Lines bankruptcy

What does Eastern gain by going into bankruptcy?

During the period of Chapter 11 Eastern receives two basic benefits: the airline does not have to pay creditors and does not have to make most of its interest payments at least on its unsecured debt. Also, Lorenzo is not honoring his obligation at this time for the pre-strike payroll. He might reconsider that, but no one is optimistic.

Can Lorenzo repudiate union contracts at Eastern as he did at Continental?

No. Union contracts cannot be abrogated or changed as Lorenzo did in Continental without going through a full process as required by an amendment to the law passed in 1984. That law is on the books, in fact, as a result of what he did at Continental.

Are Eastern's pension plans protected?

Yes. It is true that Transportation Sec. Skinner went on television the day after the strike to warn that pension termination at Eastern would result in a deficiency of approximately $750 million. But what Sec. Skinner failed to mention is that the $750 million problem at Eastern Air Lines is now the problem of Continental Airlines and Texas Air. Under legislation passed by the Congress and signed by President Reagan, Continental Airlines and Texas Air are jointly liable for the unfunded pension plan liabilities of Eastern.

This description of worker rights in bankruptcy was prepared primarily from a presentation to the Eastern pilots by Farrell P. Kupersmith, a financial consultant to ALPA.

What will Lorenzo say if he attacks the union contracts in court?

No doubt Lorenzo will argue, as in the past, that the market is reflected by what Continental pilots are paid. Two points to that argument: Number one, on Mar. 2 he instituted a major pay raise for the Continental pilots. Number two, except for Continental, Eastern has the lowest-paid pilot group in the industry. The Machinists' mechanics and ground-service workers and the TWU's flight attendants at Eastern are also in line with—or below—wages paid by other major airlines.

Is Eastern really broke?

No. When Lorenzo filed for bankruptcy Mar. 9, he told the press that Eastern has over $1 billion more in assets than in liabilities. The intent of that message was to calm lenders, particularly lenders to Continental. Eastern is in bankruptcy, unions believe, because it has been damaged by the bad deals that Lorenzo has foisted upon the airline over the past three years. Eastern's management and board are both controlled and dominated by Lorenzo appointees who basically compromised what's good for Eastern to benefit Texas Air. All of those transactions are going to be subject to court review, and Eastern's unions intend to initiate a very aggressive proceeding to undo the damage.

Are Eastern's unions the only ones trying to put the airline back together?

We hope that other creditors join Eastern employees and their unions as allies in the battle to recover and recapture what has been taken from Eastern Air Lines improperly and without adequate payment. The giveaway sale of System 1, situations in which Eastern had cash "upstreamed" for questionable services or financial instruments when it would have been better off having the cash and instances where Eastern has acted as banker to the rest of the Texas Air organization are all going to be put before the court with a view towards trying to recover Eastern's lost assets. The Bankruptcy Court will be asked to review the whole potpourri of transactions involving hundreds of millions of dollars, along with the decisions that have downsized and dismantled this business from a $4.5-billion company to a $3-billion company and that have increased costs per seat-mile by almost 30 percent, while pay and most other costs have remained fairly stable.

Will Lorenzo stay in control of Eastern during the bankruptcy proceeding?

ALPA has asked the court to remove the present management and to appoint an independent trustee who is beholden to no one except Eastern Air Lines to operate the airline and to reconstitute Eastern through a reorganization plan.

When can reorganization begin?

Under bankruptcy procedure, at the outset Eastern has the exclusive right to formulate a plan of reorganization. Eastern's unions intend to be active in that process and to encourage the various parties who are interested in operating Eastern to come forward and submit competing plans of reorganization which can be supported not only by labor groups but, as a matter of enlightened self-interest, by other creditors as well.

Can Lorenzo do more harm in the meantime?

His options are limited as long as Eastern's airplanes are grounded. While for the time being Lorenzo remains in control, the creditors have a significant voice on proposed Eastern business transactions during the time the company is in bankruptcy. Any effort by Lorenzo to dispose of significant parts of the business—in a way that irrevocably changes the character of the airline—could deprive creditors of the due process that they are entitled to under the bankruptcy code.

What happens next?

It will be up to the bankruptcy court whether or not there is one creditors' committee or several—a committee for labor, one for non-contract employees, one for trade creditors and one for bond holders. Whichever way that turns out, Eastern's unions will have input into the proceeding.

On certain issues the unions will have strong allies. Eastern's creditors have been damaged by the bankruptcy filing. Union members at Eastern have never been more in control of their own destiny than they are right now. As long as the planes are parked, Lorenzo will have a very hard time dismantling Eastern except through a reorganization plan, which is a time-consuming, expensive and risky process. If he moves toward liquidation he has to contemplate the liabilities that could flow through to Continental and Texas Air.

His choices are either to settle the strike and secure the airline on terms acceptable to Eastern's employees and creditors —and the courts—or to sell the airline to someone who will. In the end, it is because of the solidarity of Eastern employees that Lorenzo is, at long last, faced with some tough choices.

Seminar boosts AFL-CIO investment trusts

The AFL-CIO push to get union members' pension money funneled into worthy projects got a boost from a day-long session with 30 representatives of firms that provide consulting and fund management services to pension plans.

The March 14 seminar by the AFL-CIO Housing and Building Investment Trust at the George Meany Labor Studies Center was the first of its kind and was aimed at two long-time federation goals:

- Getting more union pension funds invested in construction of low- and moderate-income housing, and
- Building partnerships between labor and government to focus pension fund investments on inner city areas.

AFL-CIO President Lane Kirkland invited pension experts to "establish an ongoing dialogue regarding pension fund investments and some of our federation's concerns about them."

"This is the first time the AFL-CIO has brought together a group such as this, but our interests in using workers' financial strength to promote positive social and economic goals is hardly new."

Kirkland said the federation's objectives have remained the same since labor took the first steps to create its own Housing Investment Trust.

"The AFL-CIO's primary interest has always been to provide low-cost, prudent investment options to our pension plans. However, the goals of jobs and affordable housing endure."

Kirkland said HUD Secretary Jack Kemp's participation in the session "is a hopeful sign that he is looking to bring both the labor movement and the pension investment community into a working partnership aimed at increasing the supply of funds available to build affordable housing."

Kemp vowed to "work with the AFL-CIO" to address urban development problems. Describing U.S. inner cities as "Third World economies," Kemp pledged to cooperate with labor to "unleash the power of these pension funds for social goals." Kemp cited an affordable housing program sponsored by the Laborers and Bricklayers in Boston and an AFL-CIO Housing Investment Trust project in Chicago as the kind of "public-private" initiatives HUD would encourage in other areas.

Describing himself as a "conservative" fond of "progressive" solutions, Kemp said that the crisis of housing, jobs and development in inner cities will only yield to "innovative" thinking.

Bricklayers President John T. Joyce and John Fleming, administrator of the $1.9 billion Bakery Workers Pension Fund, led a panel discussion on pension issues and policies. Joyce, chairman of the AFL-CIO Pension and Housing Committees, outlined AFL-CIO goals for increased use of pension funds for housing and development projects.

Fleming described how the BC&T pension fund has successfully invested $200 million in various projects "all producing union jobs" and urged the specialists to recommend the AFL-CIO Housing and Building Trust.

Created in 1964, the Federation's Housing Investment Trust, offers union pension funds the prudent means to invest in union built residential projects. The Building Investment Trust, launched in 1988, provides a vehicle for union pension funds to invest in union-built commercial and industrial projects.



HUD Secretary Jack Kemp addresses pension and housing development seminar at the Meany Center.

Data

Jobless rate edges lower, but pay lags

More than 6 million Americans were unemployed in February despite a drop in joblessness to 5.1 percent, the lowest rate in nearly 15 years, the Bureau of Labor Statistics reported.

But only about one third of the jobless just 2.6 million were drawing unemployment benefits while nearly 4.3 unemployed workers received no jobless pay. Another 4.7 million persons were working part-time but were unable to find full-time work.

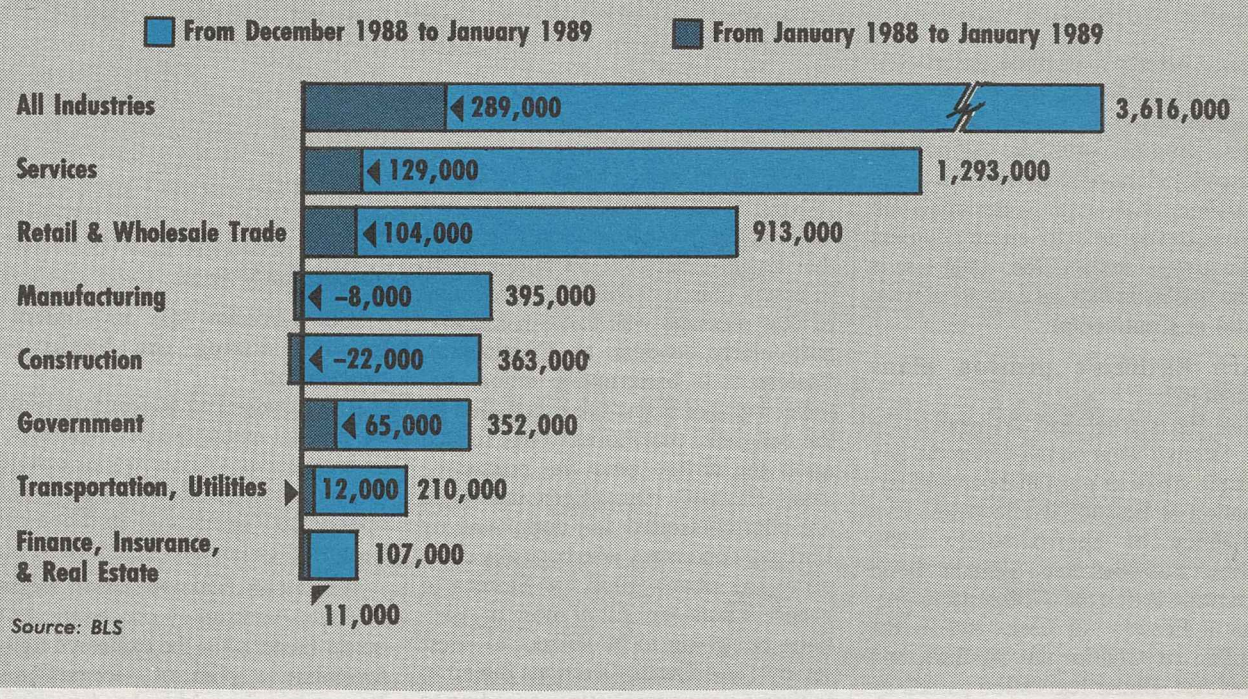
The job picture for most Americans remained stagnant, with February's three-tenths of 1 percent dip in joblessness over the previous month limited mainly to teenagers, BLS said. Unemployment has remained stuck in the 5.4-percent range since last April.

Adult unemployment was 4.5 percent and teenage joblessness was 14.8 percent last month. Unemployment among blacks dropped one-tenth of 1 percent to 11.9 percent and white joblessness fell to 4.3 percent.

The BLS establishment survey noted an increase of 300,000 jobs last month, but those were almost entirely in the service trades. Overall manufacturing employment dropped by 8,000 with a loss of 14,000 auto jobs, and construction employment fell by 20,000.

The average workweek dropped one-tenth of 1 percent to 34.7 hours and average weekly earnings declined to $327.22 from $329.13 in January. Over the past year, average hourly earnings increased 4.2 percent, below the 4.5-percent increase in the cost of living.

Change in Employment by Industry



Source: BLS

Trade shortfall gives mixed picture

The United States posted a $9.5-billion foreign trade deficit in January, down from December's $11 billion shortfall, the Commerce Dept. said.

The January report calculates only the customs value of imports instead of the CIF standard customs value plus freight, insurance, import duties and other charges that would increase the cost of imports. Using the customs value calculation results in a smaller deficit figure than had been posted in the past. But assessing CIF value results in a January trade shortfall of $11 billion, down slightly from a steep $12.6- billion gap in December.

Using the CIF standard, the U.S. trade deficit hit $137 billion last year, down from 1987's record-shattering $170 billion. The customs-value-only report indicates a 1988 deficit of $119 billion and a 1987 shortfall of $152 billion. Calculated at an annual rate, the January deficit would produce a year-end shortfall of $114 billion.

AFL-CIO international economist Mark Anderson pointed out that while the reduction in the trade deficit is welcome, January's $9.5 billion shortfall is still historically high. "The reduction in imports, while positive, is a small drop from the previous month's import surge and the highest one-month level ever recorded," he said. Anderson said the fall-off in exports was "particularly troubling because of the Administration's reliance on export growth to solve the trade problem."

Anderson also pointed out that the CIF standard had been the principal trade measure used in the United States for the past 15 years and is most commonly used by other countries.

January exports dropped by 4.3 percent, to $27.8 billion, over December's level, while imports fell 6.9 percent to $37.3 billion. Manufactured goods imports fell by $3.4 billion to $28.4 billion in January and exports declined by $1.7 billion to $19.9 billion.

The export drop resulted from declining foreign sales of office machinery and equipment, airplanes, industrial machinery automobile and tractor parts and electrical machinery. The United States imported fewer consumer goods down $1.4 billion and foreign automobiles down $700 million. Other import declines included office and electrical machinery and clothing.

Statistics at a glance

Unemployment

	February 1988 %	January 1989 %	February 1989 %
Unemployment Rate (Official)	5.7	5.4	5.1
Men (20 and over)	4.9	4.6	4.5
Women (20 and over)	5.1	4.7	4.5
Teenagers	15.5	16.4	14.8
White	4.8	4.6	4.3
Black	12.4	12.0	11.9
Hispanic	8.3	8.4	6.8
Unemployed receiving jobless benefits	36.5	35.4	38.1
"Real" Unemployment Rate*	10.8	10.2	9.9

Foreign Trade

(Billions of Dollars)

	January 1988	December 1988	January 1989
All Goods**			
Exports	$24.5	$29.1	$27.8
Imports	$34.3	$40.1	$37.3
Trade Deficit	(–$9.8)	(–$11.0)	(–$9.5)
Manufactured Goods**			
Exports	$17.0	$21.7	$19.9
Imports	$26.5	$31.9	$28.5
Trade Deficit	(–$9.5)	(–$10.2)	(–$8.6)

*Includes discouraged workers and part-time workers who want full-time jobs.
**Represents customs-only value of imports. Does not account for freight, insurance, duties and other import costs.

Earnings trail productivity gains

Productivity—the measure of output per hours of work—rose one-tenth of 1 percent in the fourth quarter of 1988, and 1.4 percent for the entire year, the Labor Dept. reported.

A fourth-quarter 3.7-percent rise in output was nearly offset by a 3.6 percent increase in the number of hours worked, resulting in a one-tenth of 1 percent increase in efficiency in the nonfarm business sector.

Productivity rose an at annual rate of 3.4 percent for the first quarter of 1988, 2.4 percent in the second, and 2 percent in the third. But workers' real earnings did not keep pace with the gains.

Retail sales decline

Retail sales fell four-tenths of 1 percent in February, with autos posting a large drop-off. General merchandise and department store sales decreased eight-tenths of 1 percent and sales of furniture and building materials also declined.

Auto sales plummeted 1.7 percent for the second consecutive month. But Commerce Dept. reports for March 1-10 show car sales down 14.8 percent over the year-ago period.

Banks gain record profits

Profits of U.S. banks skyrocketed to an all-time high of $25.2 billion last year, the Federal Deposit Insurance Corp. reported. Deposits grew by just 4 percent, about half the rate needed to keep up with inflation and economic growth, the FDIC said.

The record profits were reached despite the failure of 221 commercial banks failed more than in any year since the 1930's depression.

So far this year, 30 banks have failed, compared with 44 during the same period last year.

Resources

Health study: 'Paying more, getting less'

If facts are weapons in campaigns to sway public and congressional opinion, the ''Paying More, Getting Less'' study published by the National Health Care Campaign is an entire arsenal.

That's its intent. It was prepared as a source of information for the 118 national organizations including the AFL-CIO and many of its unions and 36 state coalitions that are working for both short- and long-term legislative goals.

The short-term goal is legislation by Sen. Edward M. Kennedy and others to assure all workers at least a minimum level of employer-provided health insurance.

The long-term goal is the type of comprehensive universal health insurance that countries throughout the world have had for years, but the United States lacks. Among all the world's industrial nations, only South Africa shares with the United States the dubious distinction of not guaranteeing its citizens access to health care.

A significant part of the study is a detailed description of the somewhat different national health care systems in Canada, Britain, Japan, Sweden and West Germany, and a comparison with the U.S. experience.

By every measure, Americans spend more for less medical services.

Some myths are punctured. Medicaid, the safety net for health care, is threadbare. It covers only 37 percent of Americans with incomes below the poverty line. An estimated 37 million Americans have no health insurance at all, and another 16 million are underinsured. Many who are underinsured won't find that out until serious illness strikes and the bills come in.

While the rich can buy the best in medical services, the United States has the lowest life expectancy and the highest infant mortality rate of the six countries that are compared.

The experience of other countries shows that ''a national health care system can assure universal access to health care, contain costs, simplify administration and improve quality of care,'' the study notes.

It then asks the obvious question: ''So why hasn't the U.S. instituted a national health care system?''

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Film and video rentals are available from the AFL-CIO Education Dept., Room 407, 815 16th St., N.W. Washington, D.C. 20006. Rental fees range from $5-$10. Orders are subject to availability and sufficient advance notice. The date the film or video is to be used must be included with the order.

Other new materials in print, video

PRINTED MATERIALS

After the Fall: New Government, New Priorities is a booklet that summarizes the presentations made by a variety of panelists at a one-day conference sponsored by the AFL-CIO Public Employee Dept. The panelists explored the possible directions for government in the post-Reagan era. Single copies are free. Contact the PED at 202/393-2820.

Paying More, Getting Less is a study that examines the state of American health care, comparing it to the care provided citizens of six other industrialized nations where the citizens have a right to medical services. Published by the National Health Care Campaign, the study is available for $10 from Americans for Health, P.O. Box 27249, Wash., D.C. 20038.

FILMS & VIDEOS

Fight for the Living Workers Memorial Day is a six-minute video that can be used in conjunction with union activities planned for the Apr. 28 observance. The video has dramatic footage from occupational accidents. The video is an excellent tool to promote Apr. 28 events. Order the video from Peg Seminario 202-637-5366. Purchase $10.

The Emerging Woman. This film profiles the struggle of women to attain equal rights in education, employment, politics and the courts. Special attention is given to the myths that have distorted the image of women and to the important role black women have played in the fight for freedom and equality. This 40-minute program, available in 16 mm format, was produced by the Women's Film Project. Rental $10.

You May Call Her Madam Secretary. This 57-minute documentary, a video biography of Labor Sec. Frances Perkins, the first woman Cabinet member, also reviews economic conditions before and after the New Deal of President Franklin D. Roosevelt. Produced by R. and M. Potts, the program is available in VHS format. Rental $10.

Our Land Too. This film tells the story of the Southern Tenant Farmers Union, which was organized by black and white sharecroppers in Arkansas in 1934. The program features interviews with the union's first leaders, footage from the 1930s and 1940s and commentary by John Kenneth Galbraith. The film, produced by Kudzu Productions, is available in VHS and 16 mm formats. Rental $5.

Miles of Smiles, Years of Struggle. This 59-minute program tells the history of the Sleeping Car Porters and provides a record of the life of Pullman porters from the early 1920s on. The film, produced by Paul Wagner and narrated by Rosina Tucker, wife of a union activist, is available in 16 mm and VHS formats. Rental $5.

Grievance Handling. A clear and basic description of shop steward responsibilities. Each step of the grievance procedure is discussed and illustrated with emphasis on trying to settle the dispute by the second stage. The grievance portrayed involves a supervisor doing the work of a bargaining-unit member. This 30-minute video was produced by the Labor Dept. Rental $5.

Anatomy of a Grievance. This film, based on an actual case, involves a union steward working in a hospital who is disciplined for spending ''too much time'' on union business. The grievance is investigated and the union cites a contract clause that allows stewards to spend ''a reasonable amount of time'' on union business. The 22-minute film was produced by the Labor Dept. Rental $5.

Collision Course is a 45-minute documentary on the adversarial roles of labor and management at Eastern Airlines. This timely program traces the bargaining history and includes a two-year period when a model agreement produced a new spirit of cooperation. Then the carrier was sold to the notoriously antiunion Frank Lorenzo. The program, produced by California Newsreel, is available in VHS. Rental $10.

An Inside Look at Collective Bargaining presents a mock bargaining session where labor and management return to the table after the workers have rejected the previous offer. This program is designed to improve the skills of negotiating committees by illustrating techniques for successful contract negotiations. Produced by National Laboratories, the 45-minute program is available in 16mm and VHS format. Rental $10.

Waldenville I simulates bargaining between a public employees unions and city officials. Concentrating on the mechanics of bargaining, it shows how proposals and counter-proposals are used to hammer out an agreement. When a deadlock develops, both sides realize third party intervention is needed. Produced by the Labor Dept., this 36-minute program is available on 16mm film. Rental $5.

Waldenville II illustrates how mediation works. It continues the Waldenville I story to show how a mediator studies the issues, talks with each side and gradually helps them move toward a solution. The film ends short of total agreement. Produced by the Labor Dept., the 28-minute film is available only on 16mm film. Rental $5.

Health Care Cost Containment Bargaining is designed to help unions cope with the problem of soaring health care costs and the attempt of management to shift the rising cost to the union workers. In a simulated bargaining session, management demands concessions, charging the workers are overutilizing the health program. The union makes a counter-proposal to cuts costs while maintaining quality care. The program is on two 40-minute videotapes. Each tape is followed by a 10-minute discussion highlighting the tactics used by the union team. Training materials are available with these tapes on request. Produced by LIPA, available in VHS. Rental $10.

Meany Center schedule

The George Meany Center will offer 12 workshops during March and April. The schedule:

Personal Computers for Local Unions, Mar. 27-31—An institute on the uses of mini- and micro-computers by local unions.

Working with the News Media, Mar. 28-31—A workshop for union leaders on how to get their message across.

Newswriting & Editing for Union Publications, Apr. 2-7—For union editors who want coaching on the basics.

Arbitration Techniques, Apr. 2-7—A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

Effective Union Action for Civil Rights, Apr. 9-13—The annual conference of the AFL-CIO Dept. of Civil Rights for civil rights and women's rights designees of AFL-CIO affiliates.

Negotiating for Employee Benefits, Apr. 16-21—Benefit programs are discussed with a review of bargaining trends and the latest bargaining strategies.

Organizing Techniques II, Apr. 16-21—An institute for experienced organizers.

Labor Relations in the Federal Sector, Apr. 17-21—An institute on collective bargaining, grievance handling and union building.

Standards of Discipline & Discharge in Arbitration, Apr. 23-28—An advanced institute exploring the concept of just cause, investigation procedures and standards of proof.

Negotiating Contracts with State & Local Agencies, Apr. 23-28—An institute on preparing proposals, developing committee work, record-keeping, contract language and ratification.

Financial Analysis for Union Staff, Apr. 30-May 5—This course, designed for union research staff, covers the basics of financial analysis and related issues.

Arbitration in the Federal Sector, Apr. 30-May 5—An institute of advanced training for grievance arbitration. Mock cases will be videotaped.

AFL-CIO affiliates and departments using the campus in March for their own staff training programs are: Amalgamated Transit Union, Mar. 19-23; Transportation Communications Union, Mar. 19-24, and AFL-CIO Organization & Field Services, Mar. 27-31.

More information on these programs is available from Janis Underwood, Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400. These programs are open to full-time leaders of all AFL-CIO unions. There is no charge for tuition.

UAW training center opens door to jobs



Laid-off workers explore avenues to new skills at UAW job development center.

Kenosha, Wis.

Hundreds of Auto Workers are making the transition from joblessness to full-time employment through the union's job development and training center.

They are the first wave of trainees from the group of nearly 5,500 workers needing new jobs after Chrysler Corp. shut down its production plant here last December. About 1,200 UAW members still work in the plant's engine division, but that facility also faces an uncertain future.

At the worker assistance center, 24 counselors, who earlier had worked at the Kenosha plant, help laid-off workers evaluate their skills, talents and interests and guide them to make the proper job or training decision, said Jack Ward, coordinator and director of the project.

The UAW training facility offers a computerized assessment and financial and social counseling, "everything that's needed under one roof," Ward said. "The center has been flooded with people interested in learning new job skills, attending a technical college or working toward their college degree."

Many workers have turned to the UAW—to ensure that severance payments and contract provisions are honored—and to the worker assistance center for help in finding job leads, learning new skills, preparing resumes and renewing self-confidence.

Cars rolled off the assembly line here for 86 years, first built for American Motors Corp., then for Chrysler after the automaker bought the facility in 1987. In exchange for Chrysler's promise to keep the line going, members of UAW Local 72 agreed to reduced job classifications, restructure the grievance process and improve overall efficiency and productivity.

In January 1988, Chrysler announced it would close the plant, shocking workers, local and state elected officials and the community. Protests over the plant closing prompted the auto maker to establish a trust fund—with receipts from the auto sales in the state during 1988 earmarked for laid-off workers.

UAW members and leaders are insisting that the fund—about $24 million—be divided equally among the workers while some public officials want the money disbursed according to a needs test. The union holds that the needs approach would be unnecessarily complicated and would give control of the funds to elected officials who opposed the local union's proposal to sue Chrysler for breach of contract.

A nine-member board of trustees, with members representing UAW Local 72, the international union, Chrysler and elected public officials, will make the final determination.

In cooperation with the state Job Service, workers at the training facility can review a computerized listing of jobs available throughout the state. The center also works with economic development agencies to encourage employers to expand or relocate in the area. Satellite centers are aiding workers in Milwaukee, Racine and Waukegan.

The retraining project first was developed in 1985 when AMC announced it was closing the assembly plant. Working with the the AFL-CIO's Human Resources Development Institute, UAW officials designed the program to help workers sharpen other skills and gain new jobs, Ward said.

INSIDE

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Unions rally support for Eastern Air Lines strikers. Legislation to boost the minimum wage advances in Congress.

4 ***More U.S. jobs lost in shift to Mexico***

Thousands of American jobs are wiped out as U.S. assembly plants rush off to Mexico where they pay sweatshop wages.

11 ***Workplace death toll focus of Apr. 28 events***

Workers Memorial Day will show labor's concern about the continuing high number of on-the-job injuries and deaths.

3 ***Family measures advance in Congress***

Senate Labor Committee approves compromise child care measure, and House Labor Committee clears family and medical leave bill, 23-12.

7 ***1989 negotiations to cover 3 million***

Collective bargaining agreements covering more than 3 million workers are up for renewal in key private industries as well as with state and local governments.

14 ***January trade deficit slows at $9.5 billion***

America opened the new year with a $9.5 billion trade deficit as imports of manufactured goods topped $28.4 billion.

UNION YES

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AFL-CIO NEWS

VOLUME 34, NUMBER 7 APRIL 1, 1989

EASTERN IMPACT



Union workers show that they know everyone has a stake in the outcome of the Eastern strike. The corporate practices that caused the showdown aren't confined to airlines. Pages 5-8.

Eastern strikers standing tall and proud

The labor movement's commitment to Eastern Air Lines' workers is for the duration, and union members across the country will continue to provide picket line and financial help so long as it is needed.

That's the message AFL-CIO President Lane Kirkland brought to national coordinators assigned by their unions to the federation's Fairness at Eastern campaign.

The goal is to channel the outpouring of support that burst from the labor movement in the strike's first weeks into a pattern of long-term assistance. The feedback from targeted Eastern and Continental Airlines cities across the country is that it's being done—effectively and enthusiastically.

Union coordinators in the Fairness at Eastern campaign were called together by Steelworkers President Lynn R. Williams, the campaign chairman, to

Eastern Impact, Pages 5-8

consider ''further steps we can take to help our union brothers and sisters.''

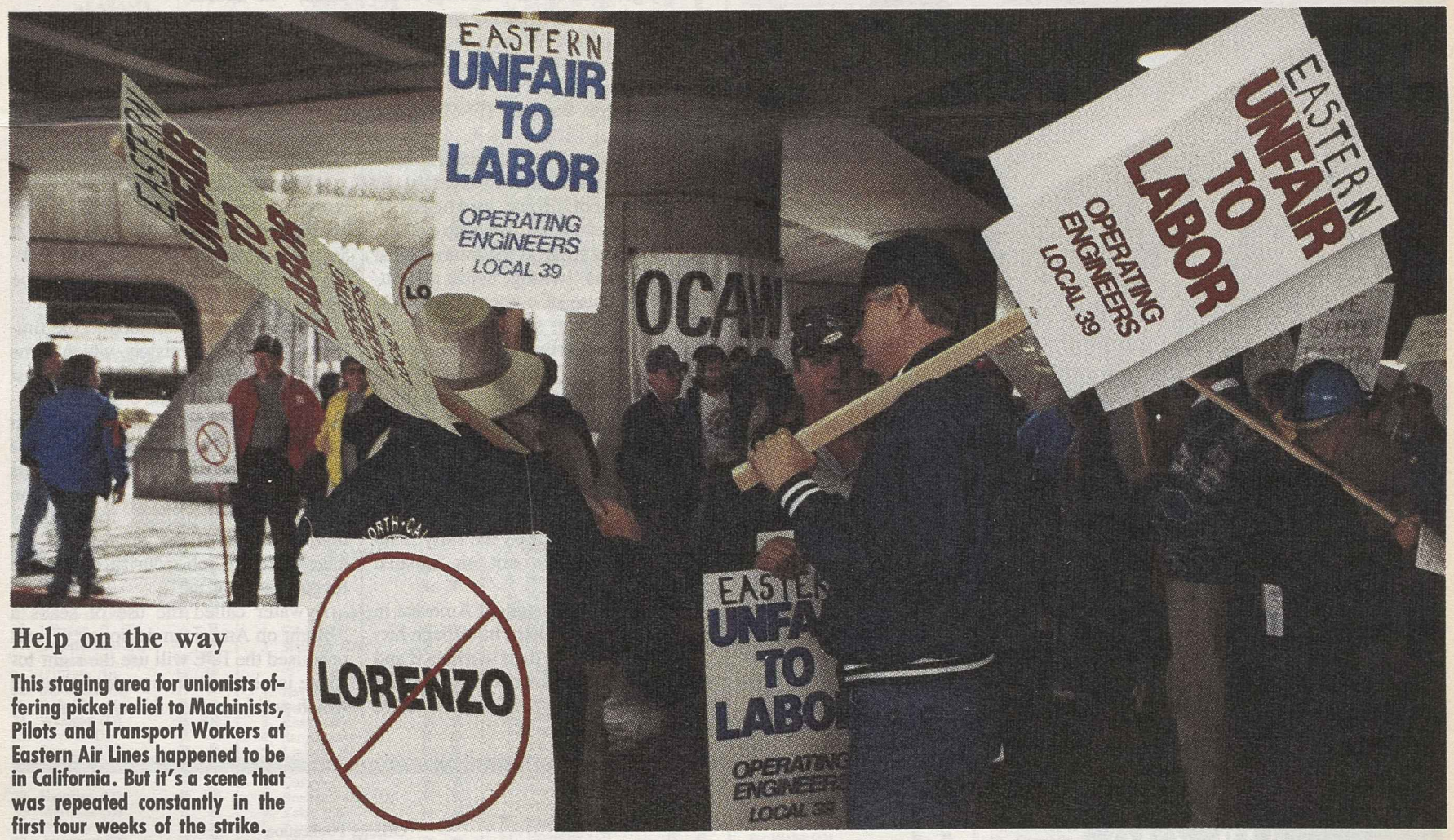
One big step has been to expand labor's support activities to Continental sites, as far west as Honolulu, and aim a consumer boycott at both of Frank Lorenzo's union-busting operations. Eastern and Continental are twin subsidiaries of Lorenzo's Texas Air. (See Page 7 for a diagram of the corporate empire Lorenzo controls.)

Speculation about the sale or reorganization of Eastern isn't lessening preparations for long-term strike support.

Local unions in key cities are using ''Five for Fairness'' sign-up cards to build lists of members willing to commit to a regular schedule of picket line participation. Each participant tries to sign on five fellow workers. The program's success was reflected in a picket line schedule posted in Chicago's Fairness at Eastern headquarters.

It showed time blocks for regularly scheduled support picketing at a single location assigned to the Service Employees, Teachers, Clothing & Textile Workers, Ladies' Garment Workers, AFSCME, Food & Commercial Workers, Bakery, Confectionery & Tobacco Workers, Letter Carriers, Transit Union, Teamsters, Mine Workers, Operating Engineers, Transportation Communications Union, Sheet Metal Workers, Steelworkers, Retail, Wholesale & Dept. Store Union, Hotel Employees & Restaurant Employees, Fire Fighters, Bricklayers, Iron

Continued on Page 12



Help on the way

This staging area for unionists offering picket relief to Machinists, Pilots and Transport Workers at Eastern Air Lines happened to be in California. But it's a scene that was repeated constantly in the first four weeks of the strike.

House minimum pay bill heads to Senate

The House refused to cave in to a take-it-or-leave it veto threat by President Bush and voted 248-171 for a compromise bill to raise the minimum wage to $4.55 over three years.

AFL-CIO President Lane Kirkland urged quick follow-up action by the Senate to assure a ''long overdue'' raise for the nation's lowest-paid workers. The wage floor has been stuck at $3.35 for eight years.

The debate now shifts to the Senate, where Sen. Edward M. Kennedy (D-Mass.) will offer the House-passed compromise as a substitute for the version originally reported by the Labor & Human Resources Committee he chairs. The Senate may take up the minimum wage bill as early as Apr. 5, and the AFL-CIO is urging support for the Kennedy substitute.

House Democrats sought a bipartisan consensus by trimming back a committee-approved bill that would have brought the minimum to $4.65, and by agreeing to a limited form of the ''training wage'' the Bush Administration has insisted on.

The compromise bill passed by the House allows employers to pay new hires with no previous job experience 85 percent of the minimum wage for the first 60 days. The subminimum would be discontinued in October 1992, one

House Vote, Page 3

year after the minimum reaches $4.55.

Kirkland said the AFL-CIO accepts the decision for a limited training wage because ''we do not want to see another year pass without an increase.''

The compromise picked up a scattering of Republican support but the White House sent word that it was the Bush plan or nothing. Presidential spokesman Marlin Fitzwater noted that the House majority for the bill was less than the two-thirds that would be needed to override a veto, and told reporters that Bush is ''hanging tough'' on the issue.

Before adopting the compromise, the House defeated the Administration bill by a 218-198 vote. (Rollcall, Page 3)

The Administration proposal would bring the minimum wage only to the

Continued on Page 2

Minimum wage passes House, goes to Senate

Continued from Page 1

$4.25 level after three years. It would allow employers to pay workers a so-called ''training wage'' of 80 percent of the regular minimum during their first six months on the job, regardless of age or previous job experience. It would become a permanent part of the law.

The Administration would allow a subminimum rate for six months for a laid-off factory worker, a thoroughly experienced retail clerk, or a retiree taking a part-time job to supplement a pension—even if the job required no more than a few hours of training.

After defeating the Administration bill and adopting the compromise, 22 Republicans joined 226 Democrats in voting for passage. Opposed were 147 Republicans and 24 Democrats.

As passed by the House, the $3.35 minimum would rise to $3.85 on Oct. 1, 1989, to $4.25 a year later, and to $4.55 on Oct. 1, 1991. Current law allows employers to credit tips received by workers for 40 percent of the minimum wage. Under the House bill, the tip credit would rise to 50 percent over two years. The bill also expands the existing small business exemption in the wage-hour law.

The two-day House floor debate on the measure put the issues in focus.

Rep. Austin J. Murphy (D-Pa.), the bill's floor manager, spoke of the plight of minimum wage workers whose buying power has slipped to its lowest level in 40 years. And Rep. Bill Goodling (R-Pa.), who offered the Administration plan as a substitute, dusted up the perennial argument that a higher minimum wage will deny jobs to unskilled persons who aren't worth a higher wage.

But as Rep. Major Owens (D-N.Y.) reminded his colleagues, when Congress last passed a minimum wage increase in 1977, ''the Chamber of Commerce predicted 390,000 youth would lose their jobs'' as a result. Instead, he said, youth jobs increased 382,000 the first year of the increase.

Toward the close of the debate, House Speaker Jim Wright (D-Tex.) took the floor to speak of the people a minimum wage increase will help.

''They are the people who do the necessary, menial, grubby, sometimes dirty tasks that have to be done in every community,'' he said. ''They are the hospital attendants, and when you get sick they take care of you. They carry out the hospital wastes and clean the bedpans. But if they get sick, they cannot go into that same hospital because they cannot afford it.''



Boilermakers honor an ally in Congress. President Charles W. Jones, left, presents union's Legislator of the Year award to Rep. Tom Ridge (R-Pa.), who joined with two Democratic co-sponsors in crafting the House-passed minimum wage compromise.



Union members carry their message to Congress on scab replacements.

Unions seek ban on scabs to preserve right to strike

Close to 1,000 trade unionists rallied to support legislation to restrict the use of permanent replacements in labor disputes.

They gathered on the west steps of the U.S. Capitol, on a brisk but sunny day, singing songs and listening to speakers warn of the devasting impact of scabs during strikes.

Rep. Joseph Brennan (D-Me.), the author of legislation, H.R. 1383, to forbid the use of permanent replacements for strikers during the first 10 weeks of a labor dispute, said he has 35 co-sponsors of the bill. Brennan said the Paperworkers strike at the International Paper Co. was ''wrong, unjust and immoral'' because of company conduct.

In the IP strike, some 2,000 Paperworkers were permanently replaced at IP plants in Jay, Me., De Pere, Wisc., and Lock Haven, Pa., when they walked off the job to protest unreasonable concession demands and the lockout of fellow Paperworkers at Mobile, Ala.

UPIU President Wayne E. Glenn, whose union sponsored the rally, said the IP example is not an isolated incident.

''Companies throughout America in virtually every industry have been hiring scabs to replace their workers if and when they go out on strike. . . this threat undermines the future of free collective bargaining in our country,'' he pointed out. ''Employers are begining to advertise for replacement workers before their contract with the union even expires,'' he added.

Other speakers at the rally included Mine Workers President Richard Trumka, Machinists President William W. Winpisinger, Rubber Workers President Milan Stone and Electrical Workers President William H. Bywater.

''The right to strike now comes at the workers' own economic peril,'' Winpisinger said. ''And the recent TWA Supreme Court decision tells us workers have no right to strike and can be legally, permanently replaced.''

Winpisinger also alluded to the timing of the TWA decision, which came on the eve of the IAM strike against Eastern Airlines. In the 6-3 TWA decision, the Supreme Court ruled that employers may refuse to reinstate more senior strikers in jobs occupied by less senior employees who crossed the picket line. Winpisinger told ralliers that members of the Supreme Court have ''lifetime job security, so they've forgotten about us.''

Bywater called the use of scabs a ''blight on American democracy'' and promised the IUE will use the right-to-strike issue as a benchmark to ''assess which politicians are friends of labor.''

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LEGISLATION

Airline unions seek strong bankruptcy bill

Unions that have been fighting Frank Lorenzo's abuse of bankruptcy proceedings testified in strong support of legislation that would put the assets of Lorenzo-controlled Texas Air and Continental Airlines on the table when Eastern Air Lines seeks bankruptcy protection against its creditors.

The bill introduced by Sen. Howard M. Metzenbaum (D-Ohio) would also apply to other related air transport companies.

The intent is to discourage the type of manipulation of assets and cash flows that have been the trademark of Lorenzo operations. It would also give airline workers whose employers file for bankruptcy the same protection against pay cuts that railroad workers now receive. Both groups of workers are covered by the Railway Labor Act.

At Senate Judiciary Committee hearings, Air Line Pilots President Henry A. Duffy and Machinists President William W. Winpisinger told why legislation was needed.

Duffy said the corporate structure in the airline industry makes possible the tactics Texas Air employed to transfer away Eastern's "most valuable assets" before putting its subsidiary into bankruptcy proceedings.

He cited such manipulations as the sale of Eastern gates at the Newark Airport to Lorenzo's Continental Airlines at half the assessed value, a surcharge paid by Eastern for gasoline purchases from another Texas Air subsidiary, and Eastern's purchase of a possibly worthless People Express note in a transaction that gave its parent Texas Air a $4 million profit on the deal.

Winpisinger noted that Eastern actually financed more than half the cost of its purchase by Texas Air in 1986. He charged that "over $900 million in Eastern's assets have been stripped away under the direction of Texas Air."

He said there is no reason to distinguish between railroads and airlines in bankruptcy proceedings. In railroad bankruptcy, the employer may not alter wages or working conditions without giving notice and following the procedures of the Railway Labor Act.

House rollcalls on Eastern and minimum wage bills

Column I shows the 252-167 vote for the resolution to direct President Bush to convene an Emergency Board to recommend settlement terms in the dispute between Eastern Air Lines and its unions. Right votes (R) for the measure were cast by 232 Democrats and 20 Republicans. Voting wrong (W) were 15 Democrats and 152 Republicans.

Column II is the 218-198 defeat of an Administration plan to provide a smaller minimum wage increase and allow employers to pay only 80 percent of the minimum for six months, even to someone with years of experience. Voting right were 202 Democrats and 16 Republicans, 44 Democrats and 154 Republicans were wrong.

*Numerals show congressional districts. PR—paired right; PW—paired wrong; A—absent and not paired; *—Cheney (R-Wyo.) resigned House seat to become Secretary of Defense.*

	I	II
ALABAMA		
1. Callahan (R)	W	W
2. Dickinson (R)	W	PW
3. Vacancy		
4. Bevill (D)	A	R
5. Flippo (D)	R	W
6. Erdreich (D)	R	R
7. Harris (D)	R	W
ALASKA		
AL Young, D. (R)	R	W
ARIZONA		
1. Rhodes (R)	W	W
2. Udall (D)	R	R
3. Stump (R)	W	W
4. Kyl (R)	W	W
5. Kolbe (R)	W	W
ARKANSAS		
1. Alexander (D)	R	A
2. Robinson (D)	R	R
3. Hammerschmidt (R)	W	W
4. Anthony (D)	R	R
CALIFORNIA		
1. Bosco (D)	R	R
2. Herger (R)	W	W
3. Matsui (D)	R	R
4. Fazio (D)	R	R
5. Pelosi (D)	R	R
6. Boxer (D)	R	R
7. Miller, G. (D)	R	R
8. Dellums (D)	R	R
9. Stark (D)	R	R
10. Edwards, D. (D)	R	R
11. Lantos (D)	R	R
12. Campbell (R)	W	W
13. Mineta (D)	R	R
14. Shumway (R)	W	W
15. Coelho (D)	R	R
16. Panetta (D)	R	R
17. Pashayan (R)	R	W
18. Lehman, R. (D)	A	R
19. Lagomarsino (R)	W	W
20. Thomas, W. (R)	W	W
21. Gallegly (R)	W	W
22. Moorhead (R)	W	W
23. Beilenson (D)	R	R
24. Waxman (D)	R	PR
25. Roybal (D)	R	R
26. Berman (D)	R	R
27. Levine (D)	R	R
28. Dixon (D)	R	R
29. Hawkins (D)	R	R
30. Martinez (D)	R	A
31. Dymally (D)	R	R
32. Anderson (D)	R	R
33. Dreier (R)	W	W
34. Torres (D)	R	R
35. Lewis (R)	W	W
36. Brown, G. (D)	R	R
37. McCandless (R)	W	W
38. Dornan (R)	W	W
39. Dannemeyer (R)	W	W
40. Cox (R)	W	W
41. Lowery (R)	W	W
42. Rohrabacher (R)	W	W
43. Packard (R)	W	W
44. Bates (D)	R	R
45. Hunter (R)	W	W
COLORADO		
1. Schroeder (D)	R	R
2. Skaggs (D)	W	R
3. Campbell (D)	R	W
4. Brown, H. (R)	W	W
5. Hefley (R)	W	W
6. Schaefer (R)	W	W
CONNECTICUT		
1. Kennelly (D)	R	R
2. Gejdenson (D)	R	R
3. Morrison, B. (D)	R	R
4. Shays (R)	W	R
5. Rowland, J. (R)	W	R
6. Johnson (R)	W	W
DELAWARE		
AL Carper (D)	R	R
FLORIDA		
1. Hutto (D)	R	W
2. Grant (D)	W	W
3. Bennett (D)	R	R
4. James (R)	W	W
5. McCollum (R)	W	W
6. Stearns (R)	W	W
7. Gibbons (D)	R	R
8. Young, C. (R)	W	W
9. Bilirakis (R)	W	W
10. Ireland (R)	W	W
11. Nelson (D)	R	R
12. Lewis, T. (R)	W	W
13. Goss (R)	W	W
14. Johnston (D)	R	R
15. Shaw (R)	W	W
16. Smith, L. (D)	R	R
17. Lehman, W. (D)	R	R
18. Pepper (D)	R	PR
19. Fascell (D)	R	R
GEORGIA		
1. Thomas, L. (D)	W	W
2. Hatcher (D)	R	W
3. Ray (D)	W	W
4. Jones (D)	R	W
5. Lewis (D)	R	R
6. Gingrich (R)	W	W
7. Darden (D)	R	W
8. Rowland (D)	R	W
9. Jenkins (D)	R	W
10. Barnard (D)	W	W
HAWAII		
1. Saiki (R)	W	W
2. Akaka (D)	R	R
IDAHO		
1. Craig (R)	W	W
2. Stallings (D)	R	W
ILLINOIS		
1. Hayes (D)	R	R
2. Savage (D)	R	A
3. Russo (D)	R	R
4. Sangmeister (D)	R	R
5. Lipinski (D)	R	R
6. Hyde (R)	W	PW
7. Collins (D)	R	R
8. Rostenkowski (D)	R	R
9. Yates (D)	R	R
10. Porter (R)	W	W
11. Annunzio (D)	R	R
12. Crane, P. (R)	W	PW
13. Fawell (R)	W	W
14. Hastert (R)	W	W
15. Madigan (R)	W	W
16. Martin, L. (R)	W	W
17. Evans, L. (D)	R	R
18. Michel (R)	W	W
19. Bruce (D)	R	R
20. Durbin (D)	R	R
21. Costello (D)	R	R
22. Poshard (D)	R	R
INDIANA		
1. Visclosky (D)	R	R
2. Sharp (D)	R	R
3. Hiler (R)	W	W
4. Vacancy		
5. Jontz (D)	R	R
6. Burton, D. (R)	W	W
7. Myers (R)	W	W
8. McCloskey (D)	R	R
9. Hamilton (D)	R	R
10. Jacobs (D)	R	R
IOWA		
1. Leach (R)	R	R
2. Tauke (R)	W	W
3. Nagle (D)	R	R
4. Smith, N. (D)	R	R
5. Lightfoot (R)	W	W
6. Grandy (R)	W	W
KANSAS		
1. Roberts (R)	W	W
2. Slattery (D)	R	R
3. Meyers (R)	W	W
4. Glickman (D)	R	R
5. Whittaker (R)	R	W
KENTUCKY		
1. Hubbard (D)	R	R
2. Natcher (D)	R	R
3. Mazzoli (D)	W	W
4. Bunning (R)	W	W
5. Rogers (R)	W	W
6. Hopkins (R)	W	W
7. Perkins (D)	R	R
LOUISIANA		
1. Livingston (R)	W	W
2. Boggs (D)	R	R
3. Tauzin (D)	W	W
4. McCrery (R)	W	W
5. Huckaby (D)	W	W
6. Baker (R)	W	W
7. Hayes (D)	R	W
8. Holloway (R)	W	W
MAINE		
1. Brennan (D)	R	R
2. Snowe (R)	W	W
MARYLAND		
1. Dyson (D)	R	R
2. Bentley (R)	R	W
3. Cardin (D)	R	R
4. McMillen (D)	R	R
5. Hoyer (D)	R	R
6. Byron (D)	W	W
7. Mfume (D)	R	R
8. Morella (R)	W	R
MASSACHUSETTS		
1. Conte (R)	R	R
2. Neal (D)	R	R
3. Early (D)	A	R
4. Frank (D)	R	R
5. Atkins (D)	R	R
6. Mavroules (D)	R	R
7. Markey (D)	R	R
8. Kennedy (D)	R	R
9. Moakley (D)	R	R
10. Studds (D)	R	R
11. Donnelly (D)	R	R
MICHIGAN		
1. Conyers (D)	A	A
2. Pursell (R)	W	W
3. Wolpe (D)	R	R
4. Upton (R)	W	W
5. Henry (R)	W	W
6. Carr (D)	R	W
7. Kildee (D)	R	R
8. Traxler (D)	R	R
9. Vander Jagt (R)	W	W
10. Schuette (R)	W	W
11. Davis (R)	R	R
12. Bonior (D)	R	R
13. Crockett (D)	R	R
14. Hertel (D)	R	R
15. Ford, W. (D)	R	R
16. Dingell (D)	R	R
17. Levin (D)	R	R
18. Broomfield (R)	W	W
MINNESOTA		
1. Penny (D)	R	W
2. Weber (R)	W	W
3. Frenzel (R)	W	W
4. Vento (D)	R	R
5. Sabo (D)	R	R
6. Sikorski (D)	R	R
7. Stangeland (R)	A	W
8. Oberstar (D)	R	R
MISSISSIPPI		
1. Whitten (D)	R	R
2. Espy (D)	R	R
3. Montgomery (D)	W	W
4. Parker (D)	R	W
5. Smith (R)	W	W
MISSOURI		
1. Clay (D)	R	R
2. Buechner (R)	W	W
3. Gephardt (D)	R	R
4. Skelton (D)	R	R
5. Wheat (D)	R	R
6. Coleman, E. (R)	W	W
7. Hancock (R)	W	W
8. Emerson (R)	W	W
9. Volkmer (D)	R	R
MONTANA		
1. Williams, P. (D)	R	R
2. Marlenee (R)	W	W
NEBRASKA		
1. Bereuter (R)	W	W
2. Hoagland (D)	R	R
3. Smith, V. (R)	W	W
NEVADA		
1. Bilbray (D)	R	R
2. Vucanovich (R)	W	W
NEW HAMPSHIRE		
1. Smith, R. (R)	W	W
2. Douglas (R)	W	W
NEW JERSEY		
1. Florio (D)	R	R
2. Hughes (D)	R	R
3. Pallone (D)	R	R
4. Smith, C. (R)	R	R
5. Roukema (R)	W	W
6. Dwyer (D)	R	R
7. Rinaldo (R)	R	R
8. Roe (D)	R	R
9. Torricelli (D)	R	R
10. Payne (D)	A	R
11. Gallo (R)	W	W
12. Courter (R)	A	PW
13. Saxton (R)	R	W
14. Guarini (D)	R	R
NEW MEXICO		
1. Schiff (R)	W	W
2. Skeen (R)	W	W
3. Richardson (D)	R	R
NEW YORK		
1. Hochbrueckner (D)	R	R
2. Downey (D)	R	R
3. Mrazek (D)	R	R
4. Lent (R)	W	W
5. McGrath (R)	R	R
6. Flake (D)	R	R
7. Ackerman (D)	R	R
8. Scheuer (D)	A	R
9. Manton (D)	R	R
10. Schumer (D)	R	R
11. Towns (D)	R	R
12. Owens (D)	R	R
13. Solarz (D)	R	R
14. Molinari (R)	R	W
15. Green (R)	W	W
16. Rangel (D)	R	PR
17. Weiss (D)	R	R
18. Garcia (D)	R	R
19. Engel (D)	R	R
20. Lowey (D)	R	R
21. Fish (R)	W	W
22. Gilman (R)	R	R
23. McNulty (D)	R	R
24. Solomon (R)	W	W
25. Boehlert (R)	R	R
26. Martin, D. (R)	W	W
27. Walsh (R)	W	W
28. McHugh (D)	R	R
29. Horton (R)	R	R
30. Slaughter (D)	R	R
31. Paxon (R)	W	W
32. LaFalce (D)	R	R
33. Nowak (D)	R	R
34. Houghton (R)	W	W
NORTH CAROLINA		
1. Jones, W. (D)	R	R
2. Valentine (D)	W	W
3. Lancaster (D)	R	W
4. Price (D)	R	R
5. Neal (D)	R	R
6. Coble (R)	W	W
7. Rose (D)	R	R
8. Hefner (D)	R	R
9. McMillan (R)	W	W
10. Ballenger (R)	W	W
11. Clarke (D)	R	R
NORTH DAKOTA		
AL Dorgan (D)	R	R
OHIO		
1. Luken (D)	R	PR
2. Gradison (R)	W	W
3. Hall, T. (D)	R	R
4. Oxley (R)	W	W
5. Gillmor (R)	W	W
6. McEwen (R)	W	W
7. DeWine (R)	W	W
8. Lukens (R)	W	W
9. Kaptur (D)	R	R
10. Miller, C. (R)	W	W
11. Eckart (D)	R	R
12. Kasich (R)	W	W
13. Pease (D)	R	R
14. Sawyer (D)	R	R
15. Wylie (R)	W	W
16. Regula (R)	W	W
17. Traficant (D)	R	R
18. Applegate (D)	R	R
19. Feighan (D)	R	R
20. Oakar (D)	R	R
21. Stokes (D)	R	R
OKLAHOMA		
1. Inhofe (R)	W	W
2. Synar (D)	R	R
3. Watkins (D)	R	R
4. McCurdy (D)	R	W
5. Edwards, M. (R)	W	W
6. English (D)	R	W
OREGON		
1. AuCoin (D)	R	R
2. Smith, R. (R)	W	W
3. Wyden (D)	R	R
4. DeFazio (D)	R	R
5. Smith, D. (R)	W	W
PENNSYLVANIA		
1. Foglietta (D)	R	R
2. Gray (D)	R	R
3. Borski (D)	R	R
4. Kolter (D)	R	R
5. Schulze (R)	W	W
6. Yatron (D)	R	R
7. Weldon (R)	R	W
8. Kostmayer (D)	R	R
9. Shuster (R)	W	W
10. McDade (R)	R	R
11. Kanjorski (D)	R	R
12. Murtha (D)	R	R
13. Coughlin (R)	W	W
14. Coyne (D)	R	R
15. Ritter (R)	W	W
16. Walker (R)	W	W
17. Gekas (R)	W	W
18. Walgren (D)	A	R
19. Goodling (R)	W	W
20. Gaydos (D)	R	R
21. Ridge (R)	R	R
22. Murphy (D)	R	R
23. Clinger (R)	W	W
RHODE ISLAND		
1. Machtley (R)	W	W
2. Schneider (R)	R	R
SOUTH CAROLINA		
1. Ravenel (R)	W	W
2. Spence (R)	W	W
3. Derrick (D)	R	W
4. Patterson (D)	R	W
5. Spratt (D)	R	W
6. Tallon (D)	R	W
SOUTH DAKOTA		
AL Johnson (D)	R	R
TENNESSEE		
1. Quillen (R)	W	W
2. Duncan (R)	W	W
3. Lloyd (D)	R	R
4. Cooper (D)	R	W
5. Clement (D)	R	W
6. Gordon (D)	R	R
7. Sundquist (R)	W	W
8. Tanner (D)	R	R
9. Ford, H. (D)	R	R
TEXAS		
1. Chapman (D)	R	W
2. Wilson (D)	R	A
3. Bartlett (R)	W	W
4. Hall, R. (D)	W	W
5. Bryant (D)	R	R
6. Barton (R)	W	R
7. Archer (R)	W	W
8. Fields (R)	W	W
9. Brooks (D)	R	R
10. Pickle (D)	W	R
11. Leath (D)	W	W
12. Wright (D)	Speaker	
13. Sarpalius (D)	R	W
14. Laughlin (D)	A	W
15. de la Garza (D)	R	R
16. Coleman, R. (D)	R	A
17. Stenholm (D)	W	W
18. Leland (D)	R	R
19. Combest (R)	W	W
20. Gonzalez (D)	R	R
21. Smith (R)	W	W
22. DeLay (R)	W	W
23. Bustamante (D)	R	R
24. Frost (D)	A	R
25. Andrews, M. (D)	R	W
26. Armey (R)	W	W
27. Ortiz (D)	R	A
UTAH		
1. Hansen, J. (R)	W	W
2. Owens (D)	R	W
3. Nielson (R)	W	W
VERMONT		
AL Smith, A. (R)	R	W
VIRGINIA		
1. Bateman (R)	W	W
2. Pickett (D)	W	W
3. Bliley Jr (R)	W	W
4. Sisisky (D)	R	W
5. Payne (D)	R	W
6. Olin (D)	R	R
7. Slaughter (R)	W	W
8. Parris (R)	A	W
9. Boucher (D)	R	W
10. Wolf (R)	R	W
WASHINGTON		
1. Miller, J. (R)	W	W
2. Swift (D)	R	R
3. Unsoeld (D)	R	R
4. Morrison, S. (R)	W	W
5. Foley (D)	R	R
6. Dicks (D)	R	R
7. McDermott (D)	R	R
8. Chandler (R)	W	W
WEST VIRGINIA		
1. Mollohan (D)	R	R
2. Staggers (D)	R	R
3. Wise (D)	R	R
4. Rahall (D)	A	R
WISCONSIN		
1. Aspin (D)	R	R
2. Kastenmeier (D)	R	R
3. Gunderson (R)	W	W
4. Kleczka (D)	R	R
5. Moody (D)	R	R
6. Petri (R)	W	W
7. Obey (D)	R	R
8. Roth (R)	W	W
9. Sensenbrenner (R)	W	W
WYOMING		
AL Cheney (R)	W	*

"I was made for something like this—no bosses."
Ricky Young

Paperworkers try plant without bosses

Everything is different in this spanking new facility near Richmond, Va. The 28 employees here, represented by the United Paperworkers International Union, are very young, very eager and they have something to show off: the company's first venture in commercial specialty printing for custom placemats and napkins for restaurants.

"I was made for something like this—no bosses," says Ricky Young as he works on a napkin embossing press. Indeed, there is no one around to tell Young or the 13 other members of his "Nap Pak" team what to do. Occasionally, team members walk over to a six-foot bulletin board to select their next task.

The list was written earlier in the week in the team's production meeting. The meetings are not free-for-alls, but they're not structured either. Team members rotate the responsibility of serving as coordinator, or chair, of the meeting. That role is dictated by who is running the placemat press during a given week. A recording secretary writes down team decisions and composes the week's job list. That job also rotates.

The parties are aware their situation is novel, that the conditions making this experiment feasible don't necessarily apply at other worksites. "It seems to work with 28 people, we hope it will work when the work force grows," said UPIU representative Bob Smith.

Young says he was somewhat nervous at first about expressing opinions in those sessions, but says gradually he overcame that and now enjoys the opportunity to "take initiative."

A former engineering student at Virginia Commonwealth, Young says "You can say what you want to say. Team members say anything they have on their mind."

"Speaking up is important to make the system work," says Phillip Inge.

A graduate of Virginia Commonwealth University with a degree in computer science, Inge's job title is Operating Technician 1, just like the other team members on the day shift.

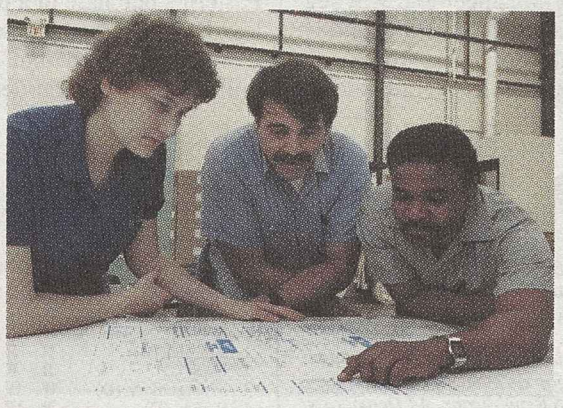
Inge's team spends at least an hour every Monday and Friday going over performance for the previous week and objectives for the week ahead. Once a month, management and team members sit down and scope out production problems.

Production objectives are based on what is called a "steady state"—a 30 day average that measures not only raw output, says Jim Carillon, James River human resources manager, but also factors like safety, customer complaints and attendance. Once the team adopts an objective, it remains only a goal, not a quota.

A new facility, a new contract, a work force with precious little experience in the job market and virtually none in printing. . . it could all be a recipe for anarchy or a bold stab at giving workers an opportunity to control their environment on the job. Only time will tell.

Since the James River Food Service Specialties Printing plant started production on September 19, both the union and management have been taking stock of this experiment in shop floor democracy.

Union members ratified their first agreement on February 19. The two-page contract and its appendix are skimpy by normal standards. It contains the routine grievance procedure and wage stipulations and five performance criteria for employees and management.



Bob Saady (center) checks plates with Sandy Spicer and Louis Hicks.

Wage rates are based on averages negotiated in seven similar plants represented by UPIU—including two other James River facilities.

Both the union and the company are aware of the seeming contradiction between the breezy informality on a shop floor where all the production workers enjoy equal status and the need for certain standards that define the roles of union, workers and management. That's why the agreement focuses on "criteria."

The five criteria include safety, housekeeping, reliability requirements, contributing as "team players," and a mutual commitment to learning.

But the meat of the operation is spelled out in the side agreement known as the "Operating Guidelines." There the union and management agreed to some peculiar arrangements—like providing for team members themselves to set standards for progression and skill requirements from the lowest level job certification (Tech 1) to the highest level (Tech 4). Tech 4s will be paid 28 percent above the Tech 1 pay level.

Team members also wrote their own "job stories"—similar to classifications in more formal systems.

Team members work at their own pace to master the requirements of successive steps for promotions to Tech 2 through 4 positions. The requirement for Tech 1 positions is that the individual can independently operate one of the two basic pieces of equipment in the plant. Tech 1s are expected to spend about half their time running equipment and half their time in support functions such as ink mixing, shipping and receiving work, maintenance support and performing additional preventive maintenance on equipment.

Team members also sit in on job interviews for prospective workers, including applicants for business support positions which are outside the bargaining unit.

James River Corporation, a 20-year-old, $5 billion a year multinational corporation headquartered in Richmond, Virginia, is totally committed to this fledgling project, according to Carillon, an organizational psychologist.

UPIU has organized the majority of the company's U.S. and Canadian workforce. When hiring began for the Richmond plant, James River invited the union to conduct a card check for recognition, an unusual gesture, especially in a right-to-work state, Smith points out.

Twenty-four of the original 25 employees eligible for representation signed union cards and the matter was decided. Smith says the bargaining unit will reach 150 employees within five years.

Jim Saady, one of the most experienced team members and a member of the original union bargaining committee, says much of the enthusiasm expressed by his team mates stems from a shared belief that there is advancement in the future.

"We started when this was a baby. Everybody has it in the back of their mind that eventually they'll be doing something more than just operating this equipment. We're all looking for advancement."

The guidelines governing advancement are what psychologists would call "self directed." Team members will train and study to meet the successive required to progress into Tech 2 through 4 positions.

But, the decision about when they meet those requirements depends on the Certification Board which is made up of six members—one representative from each of the two teams, the maintenance technician, the production manager, the personnel director, UPIU's Smith, and another manager.

"If we can prove it will work and bring about better labor management relations, we can feel we accomplished something. Both the union and the company have the same goals—establishing a profitable, secure corporation," Saady says.



Linda Knight operates a fork lift. Every Operator Tech 1 spends some time doing stock and shipping work.

EASTERN IMPACT

On March 4, 1989, more than 8,000 Machinists struck Eastern Airlines and 7,000 flight attendants and 3,600 pilots refused to cross their picket line.

By the third week of the strike, their message was clear: ''The strike is about dignity and self-respect. If we didn't make a stand, we couldn't live with ourselves.''

The nation took notice.

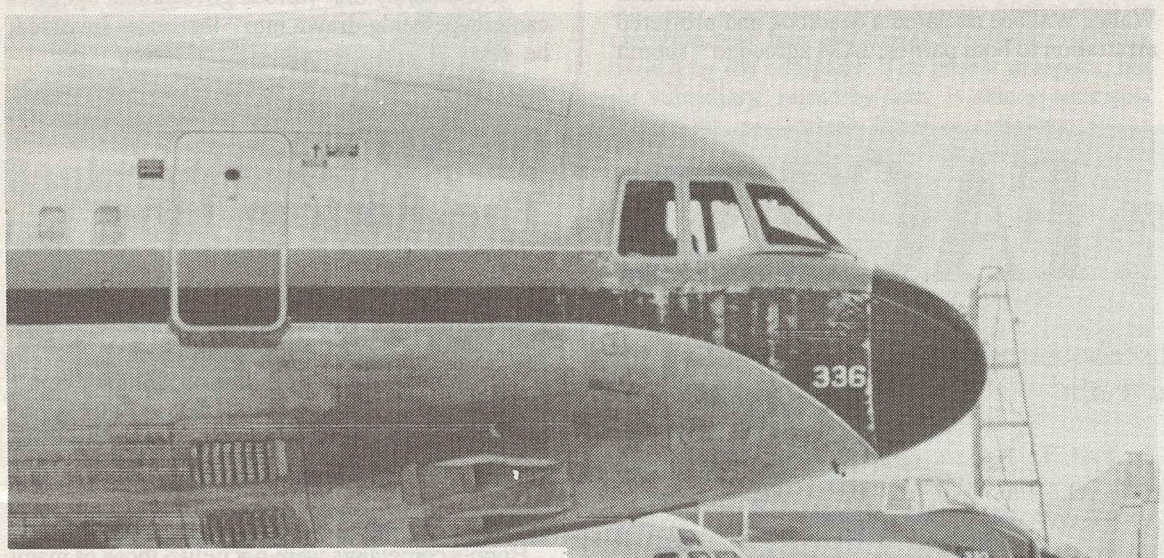
All that has happened before. When workers formed the first unions, the desire for a voice on the job against an abusive boss like Eastern owner Frank Lorenzo was part of the provocation.

But in the Eastern strike is something new: the leading edge of a reaction against abuses of economic power over the past decade. These abuses were unleashed by ''deregulation,'' sanctified by the ''free market'' and preserved by the contention ''there's no role for government in your life.''

Public support of the strikers suggests that decade is coming to an end. No one who reads the record can doubt that the workers who told Frank Lorenzo ''Enough is enough!'' have higher goals for Eastern than are achievable under Lorenzo. Union workers like those at Eastern stand ready to cooperate with employers who believe in long-range investment and the high-skill, high-morale workforce necessary to a strong economy.

This four-page section explores the Eastern strike in that world of the 1980s, when bankruptcy ceased to be a disgrace and words like ''leveraged buyout'' became part of the national vocabulary.

Eastern: a time to cry halt





They called it the ''Wings of Man,'' the proud pioneer whose northeast shuttles made intercity air travel as reliable and accessible as the crosstown bus, and whose flights to southern sunshine made the dream of liberation from winter's grip a practical possibility for millions.

Few institutions have done as much to shape the modern travel industry; few corporations have received so much loyalty and faithful service from so many workers.

Under the leadership of World War I flying ace Eddie Rickenbacker, it was a family enterprise built by teamwork in the air and on the ground and sustained by mutual trust and respect.

That family spirit has vanished from the executive suite. It survives today only on the picket lines which Eastern's employees have established in the hope of rescuing their company from dissolution at the hands of its owner, Frank Lorenzo.

What is happening to Eastern Air Lines is happening in many American workplaces as greedy corporate raiders, ruthlessly exploiting the ''deregulation'' mania that has revived the law of the jungle, ransack and dismember great corporations for saleable parts.

Through mechanisms like the leveraged buyout and Chapter 11, these manipulators are forcing working people to bear the brunt of the costs. And with economic conditions favorable for more corporate raids, workers in many other industries will continue to suffer as long Lorenzo operations continue.

''This could be the end of this company, and we know that,'' one Eastern machinist said from the picket line. ''If it takes me to lose my job, I'll do it because I am making a stand. It's not just the pay. It's more than that.''

It took Lorenzo 17 months to force the Machinists at Eastern to strike. During that time, they agreed to salary cutbacks and work rule changes. It was not the first time they had done so; in the past decade they had actually given up $1.5 billion to save the company.

And while the Machinists' strike was the flashpoint for this showdown, much more than one union and one contract is involved. During the months of negotiations—and even for an entire decade—the employees had done everything they could to save the airline.

Lorenzo wanted more. His Texas Air Corp., which bought Eastern in 1986 after an employee buyout plan was rejected, was unbending in its demand for concessions that would put Eastern's pay scale, already below average, near the bottom.

Lorenzo had already prevailed in such a scheme at Continental Airlines where he exploited a loophole in the bankruptcy law to fire union members and void union contracts. And, although the bankruptcy laws have changed, he has filed Chapter 11 once again, hoping to manipulate and use the protections afforded under the bankruptcy law to his advantage.

How did Eastern arrive at the threshold of bankruptcy? There were troubles at Eastern before Lorenzo. Some analysts say Eastern's troubles began with a decision to buy too many small, fuel-efficient aircraft in the wake of the 1970s energy shortages. But that mistake was compounded by a decade of mismanagement which Frank Lorenzo took to new heights.

It is hard to tell exactly how he did it, but Lorenzo took cash from the bottom and floated it to the top. Even professional accountants find profits and losses almost impossible to track in the labyrinth of Lorenzo's financial wheeling and dealing. He has extracted huge amounts of cash from subsidiaries, such as Eastern, that are heavily burdened with debt. He does it by having his parent company charge subsidiaries with management fees, airplane rents, airport gate rights, fuel fees and other payments.

It's called ''upstreaming the cash'' to the parent.

While he does so, he can paint a poor financial picture for the airline to support his claim that it needs labor concessions and other cutbacks. And by pointing to mounting losses, he can reach for public sentiment for his cutback demands.

It is alarming for Eastern's employees—particularly those veterans who helped build the airline and who sacrificed to keep it flying—to see this once proud bird losing altitude so quickly.

What may be even more alarming is that Frank Lorenzo is only the most publicized of a number of corporate raiders who have turned profitable companies into debt-ridden shells and who may be spurred on to follow Lorenzo's suit if he is successful.

EASTERN IMPACT

Workers tell Lorenzo: Enough!

The Machinists who walked out on Eastern at one minute after midnight, March 4, were immediately supported by their co-workers at Eastern: the pilots and flight attendants who refused to cross the Machinists picketline.

For all of these employees, it was a show of solidarity, an effort to tell Frank Lorenzo that enough was enough. They had tried to talk, tried as hard as they could to avoid a strike. They were even willing to grant Lorenzo some of what he wanted. But now it was time to fight.

Since the early morning hours of that winter day, Eastern has been virtually shut down. But it was not actually on that March day that the controversy began. That goes back over the past decade. In that time period, Eastern's employees had agreed to give up more than $1.5 billion in wages, but they continued to live under a succession of bad managements which were unable to operate the airline.

The latest negotiations between IAM and Eastern began in September 1987. During that time, the IAM made significant concessions to management, agreeing to an initial pay freeze and subsequent pay rates well below the industry standard.

In the 16 months of bargaining, Eastern did not move from its initial wage reduction demands, which averaged between 20 and 50 percent. Eastern also demanded other contract changes, including no pension accruals for three years and, thereafter, reductions in pension accruals of between 25 and 50 percent.

The Machinists had acted in good faith throughout the negotiations. They had conceded to a pay freeze at the beginning of the contract, major work rule changes and reductions in new entry rates.

On Jan. 31, National Mediation Board Chairman Walter Wallace declared a deadlock and proffered arbitration to both parties. IAM agreed to ''submit all open issues in this controversy'' to binding arbitration. Eastern rejected Wallace's offer. It was consistent with the airline's effort to gain a release and to provoke a strike. Wallace notified both parties of a 30-day cooling off period on Feb. 2.

Since the strike began, the Bush Administration refused to intervene and even appeared to welcome a confrontation. But its noninvolvement has come under sharp criticism, including from John T. Dunlop, Labor Secretary under President Ford.

''In the end, the federal government may discover that it would have been much simpler and less expensive to have taken a more active role in settling an agreement than dealing with the complex and diffuse issues of bankruptcy that it cannot escape,'' Dunlop said.

''It is unlikely that various government agencies can escape being drawn into'' the issues involved, he said.

MYTHS *vs.* FACTS

There have been a lot of myths about the situation at Eastern. Here are a few myths, and the truth:

MYTH: Baggage handlers are earning an average of $45,000.

FACT: Eastern ramp-service personnel start at about $19,000 a year and top out at about $31,000 after 7 1/2 years.

MYTH: Eastern's 8,000 baggage handlers went on strike March 4.

FACT: Almost half of the Machinists Union members at Eastern, who were joined by the pilots and flight attendants, are mechanics, not ramp-service personnel. Also, ramp-service work consists of a lot more than just handling baggage—fueling, de-icing and making the weight and balance decisions necessary to a safe flight.

MYTH: AFL-CIO President Lane Kirkland has been threatening secondary boycotts of airlines.

FACT: Kirkland never made any such a statement. The New York Times, for example, said that one day, checked the facts and ''regretted the error.'' To date no secondary strike has occurred.

MYTH: By not appointing an emergency board, President Bush lets collective bargaining take its course.

FACT: The National Mediation Board has recommended 34 emergency boards in the airline industry. Following Lorenzo's preference, President Bush became the first to ignore the NMB. The previous 33 times, Democratic and Republican presidents alike appointed such boards to allow the law to fulfill its purpose.

MYTH: Frank Lorenzo's operations give consumers lower fares because today's airline industry is highly competitive.

FACT: There are now only seven major airlines earning 90 percent of all airline revenue. One carrier that did have cut-rate fares, People's Express, was swallowed up by Lorenzo. Pricing differences are almost impossible to find.

MYTH: Eastern has lost money because its wages are higher.

FACT: Eastern is sixth in labor costs and the lowest, Lorenzo's Continental property, lost MORE money in 1987-88 than Eastern. Carriers like United and American, with higher wages and good employee morale, made big profits in that same time frame.

MYTH: The federal government and its regulations has cost Eastern $500 million, at a rate of $1 million a day.

FACT: Eastern is not making money because Mr. Lorenzo doesn't want it to. He wants to bust the unions, dismantle the company and sell the components—like the Shuttle and Philadelphia gates—so the sum of the parts is worth more than the whole. Every airline other than Eastern and Continental is making money, while almost all are paying wages higher than Eastern.

DIGNITY— The Bottom Line

For employees like senior pilot Thomas Hopp, the Eastern strike is much more than a fight over wages; it is a struggle for self-respect.

Eastern had become an airline of ''intimidation,'' Hopp recently complained. ''They took the pride and dignity away from the job.'' He said the airline questioned his decisions, took away much of his authority and even questioned why he was four minutes late getting a plane into an airport.

Hopp's complaints were not unlike those of many other employees, including other members of Hopp's union, the Air Line Pilots Association. In fact, the whole strike was rooted in Lorenzo's assault on his workers and their families and communities. He ran Eastern as if the company was merely a set of assets that could be dismantled. He had no intention of understanding the human factor involved.

Since he didn't understand humans, he didn't understand the solidarity that followed. The company could not operate.

Flight attendants from the Transport Workers took a 20 percent pay reduction in 1986 and watched that money go into Frank Lorenzo's hands. ''There was no feeling that you should go to work to keep the airline alive if (Lorenzo) was going to just drain the company,'' said TWU member Cathy Nelson.

Flight attendants had also seen Eastern's management use its firing power to intimidate employees. Lorenzo hired auditors to secretly watch flight attendants sell beverages and movie headphones. Two flight attendants were fired for being $2 short.

''You come to work every day and you say, 'Why do I want to work for this company?' '' Nelson said.

Nelson also said that the support from the general public and from union members at other airlines has been overwhelming.

''When you worked first class and you spoke to business travelers, they were almost always on our side,'' she said. ''These people had read up on the situation and understood.''

The support from other unions ''has been tremendous. You go to the picket line and you always see representatives from other airlines out there,'' she said.

And, at a time when Lorenzo is fighting the types of charges coming from employees, the moral implications of his efforts have come under criticism.

''There is every evidence that he simply is out to break the union, milk the company for what it is worth, insulate his own financial interests from ruin, and move on to further conquests,'' said theologian J. Philip Wogaman.

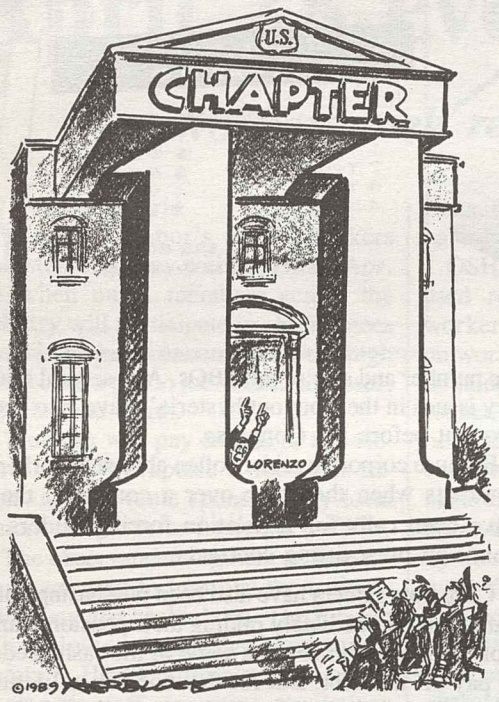
''When labor is reduced to being nothing more than a product, the very roots of our common life are called into question.''

LORENZO

'Mr. Lorenzo is obviously an individual that probably could benefit from some education in employer relations.'

—SAMUEL SKINNER
Secretary of Transportation

"SANCTUARY!"



Herblock in the Washington Post

Bankruptcy as strategy—not financial condition

Eastern went into bankruptcy court after less than a week of strike.

Of course Frank Lorenzo tried to blame the strike but this time it didn't work; observers knew that strike or no strike, Lorenzo would use bankruptcy when it fit his scheme.

They knew because it was not the first time Frank Lorenzo had used the legal system to protect his company's assets.

In 1983, Lorenzo put Continental Airlines into bankruptcy court. By doing this, he was able to get rid of union contracts at Continental. But Continental remains a financial loser, discrediting Lorenzo's claim that it is labor, not management, losing money for Texas Air.

Although bankruptcy proceedings shelter Eastern from its creditors for a while, they also protect the interests of creditors—including workers and their unions—by imposing strict limits on Frank Lorenzo's ability to maneuver.

Lorenzo doesn't have to pay Eastern's bills while court proceedings last, but neither can he write off any of Eastern's obligations or dispose of the airline's assets. He cannot abrogate or change Eastern's union contracts without going through a full process written into the law in 1984, when Congress took action to prevent any repetition of Lorenzo's misuse of bankruptcy at Continental.

Lorenzo can't squirm out of Eastern's pension plans, either. A law passed by Congress and signed by President Reagan requires that any shortfall in Eastern's ability to meet its pension obligations will have to be made up by Lorenzo's other properties, Texas Air and Continental.

Lorenzo has tried to reassure creditors by claiming that Eastern has a million dollars more in assets than in liabilities, but clearly his sole strategy is to sell those assets or transfer them to his other airlines.

As active players in the bankruptcy proceedings, the unions are acting to block that scheme and to recover all that has been taken from Eastern without adequate payment, including its reservation system, gates, routes and planes, along with hundreds of millions in cash that has been "upstreamed" to other parts of the Texas Air empire.

Further, pointing out that mismanagement has "downsized" a $4.5 billion company by a full third of its value and increased operating expenses per seat-mile by nearly 30 percent, the unions have asked the court to replace Lorenzo's managers with an independent trustee to reconstitute Eastern through a reorganization plan.

As long as union solidarity keeps Eastern grounded, Lorenzo's choices are either to settle the strike and secure the airline on terms acceptable to Eastern's employees and creditors—and the courts—or sell the airline to someone who will.

"Bottomfeeder" Lorenzo cashes in

When Frank Lorenzo's Texas Air Corp. purchased Eastern Airlines in 1986, he quickly had the parent company purchase Eastern's computer-reservations system.

The system was generating $255 million in cash each year. The most conservative estimates valued part of the system at $200 million; some said it was worth as much as $500 million.

But Texas Air gobbled it all up for just $100 million. And right away, the parent started charging Eastern $1.65 for each reservation made on the machine—a fee which costs Eastern $130 million a year.

Financial analysts call it "upstreaming"; others call it "milking."

It is all part of an intricately meshed game that makes it hard for money to be followed. The parent company forces its subsidiaries into further debt by charging user fees and leases for items originally owned by the company. The parent prospers, but the subsidiary, mired by debt, is able to seek cost reductions, particularly labor concessions.

And Lorenzo is the master of the game.

"It took me months to figure this company out," said Richard Bilotti, a junk bond analyst who helped finance Texas Air's first junk bond issue. "I've opened Texas Air annual reports and documents and thought, 'I'm going to become a TV repairman.'"

The intricate details of Lorenzo's financial management may be tough to understand, but the basics are not: Lorenzo has worked to dismantle the airline; he sold Eastern's most profitable assets to other parts of the company for less than they were worth. Then he leased some of them back to Eastern and made more than he paid for them. For example:

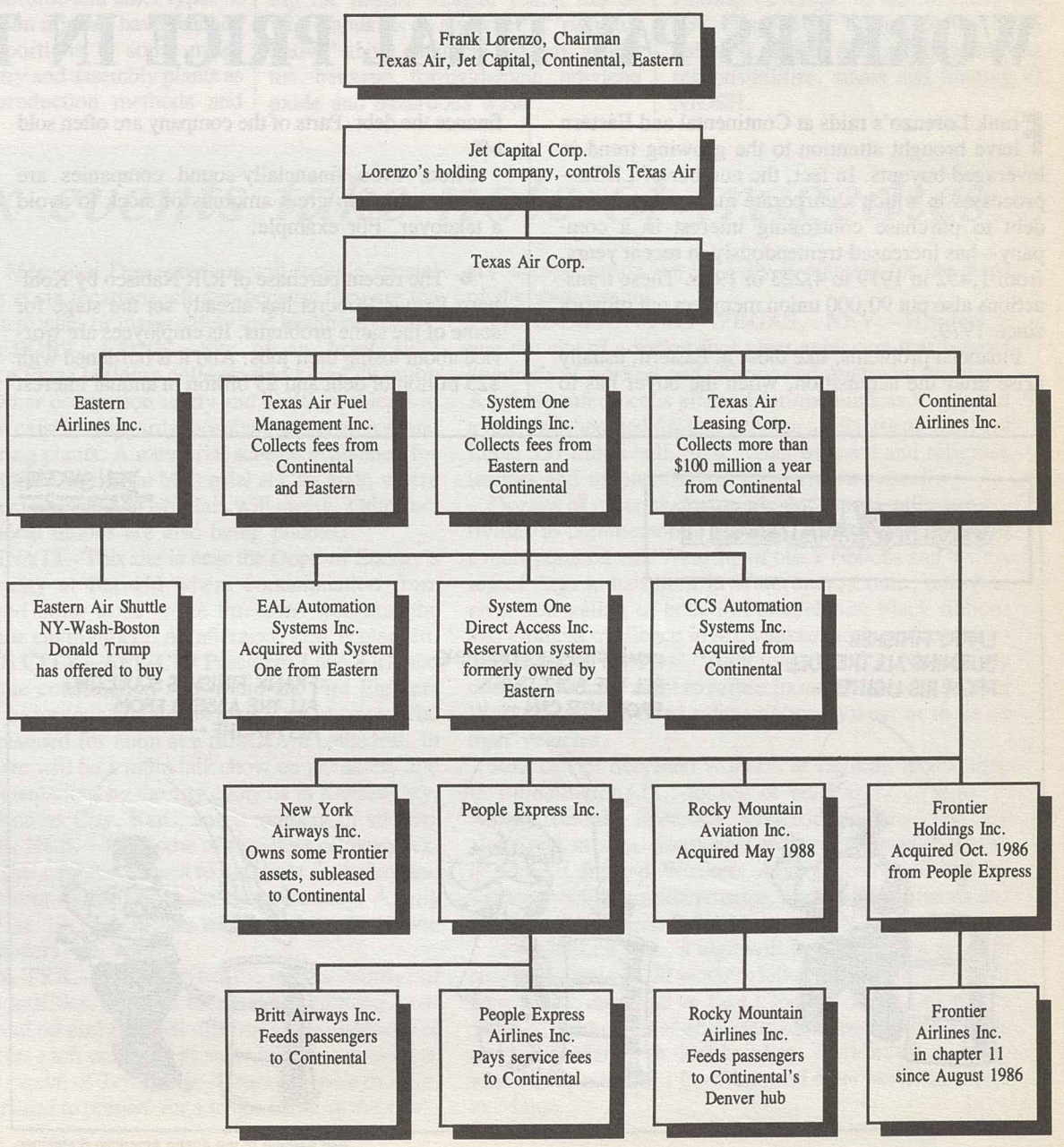
- Lorenzo formed Texas Air Fuel Management Inc., which supplied the fuel for both Eastern and Continental. But it charged an extra penny per gallon for providing the service. In 1987, Eastern and Continental used 2.5 billion gallons of fuel, sending an extra $25 million to the top.
- Eastern sold 11 gates at Newark International Airport to Continental for $11 million. But Eastern sold eight gates in Charlotte, N.C., a much smaller market than Newark, for $25 million.
- When Continental bought 50 percent of Bar Harbor Airways, one of Eastern's commuter connections in Miami, Eastern paid Continental $1 million to use the airline, even though the purchase cost Continental only $1.5 million.
- Profitable routes—key assets to any airline—also were relinquished. Lorenzo's company typically suspended a route run by Eastern, and Continental quickly began working the route.
- And even though it was strapped for cash, Eastern sent $25 million to Texas Air for "investment purposes."

Through leases, user fees and other means, Lorenzo has been able to "upstream" millions from Eastern, while taking away its only means of financial stability—its profitable assets.

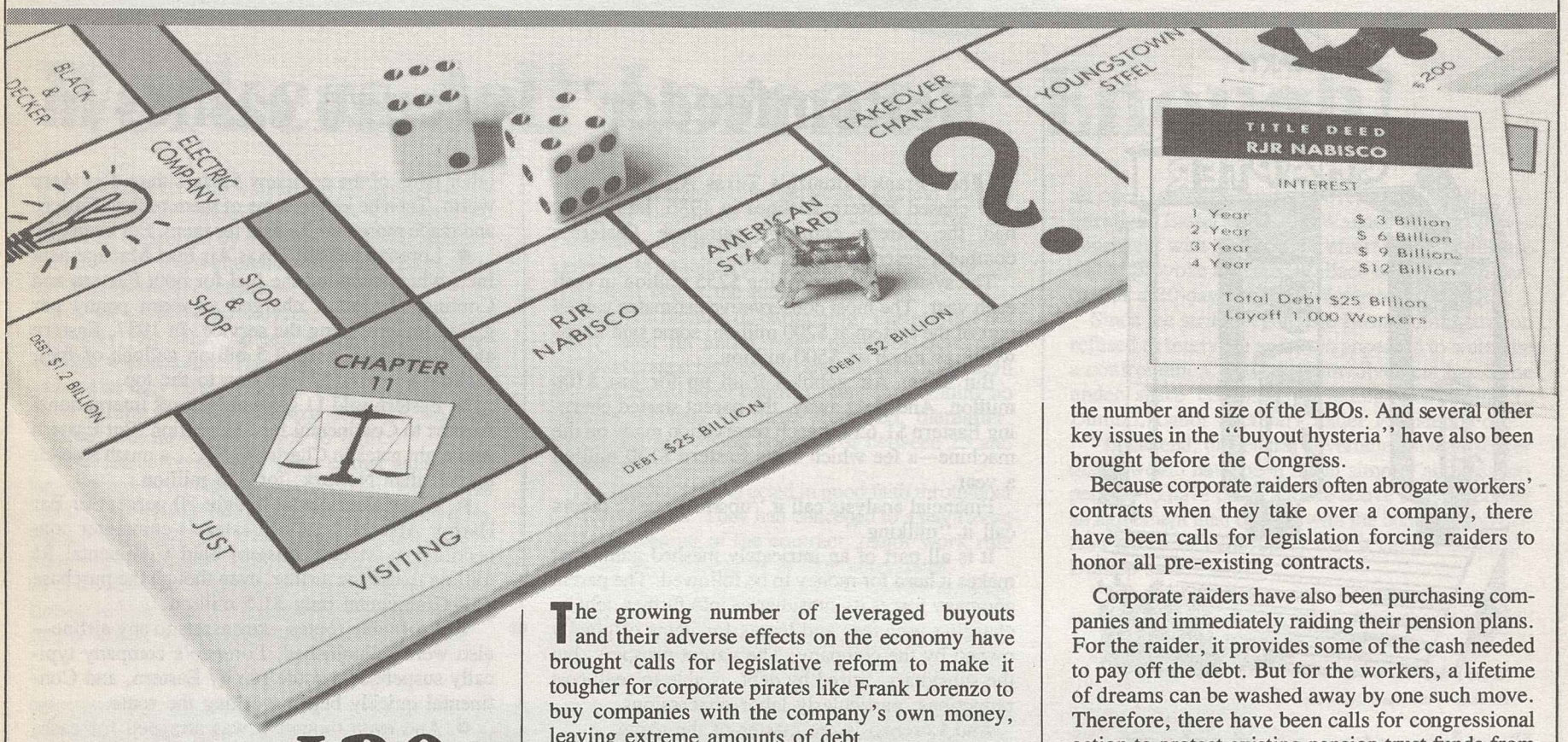
At the same time, he points to Eastern's financial troubles as if they were independently caused. Then he cries poverty and demands concessions.

Building an Airline Empire

Frank Lorenzo's Corporate Tree



You'll never find the money



LBOs turn economy into giant board game

The growing number of leveraged buyouts and their adverse effects on the economy have brought calls for legislative reform to make it tougher for corporate pirates like Frank Lorenzo to buy companies with the company's own money, leaving extreme amounts of debt.

At issue, in particular, is the fact that the government, by giving a tax break for the interest on debt, is actually assisting corporate raiders, encouraging them to use debt rather than assets to finance takeovers.

At the core of the national concern is that workers and their families and communities are being hurt most often by these transactions.

"The U.S. government should not be subsidizing these questionable deals by providing tax subsidies," AFL-CIO President Lane Kirkland said recently in congressional testimony.

Several congressional committees are currently looking into possible legislation that would curtail the number and size of the LBOs. And several other key issues in the "buyout hysteria" have also been brought before the Congress.

Because corporate raiders often abrogate workers' contracts when they take over a company, there have been calls for legislation forcing raiders to honor all pre-existing contracts.

Corporate raiders have also been purchasing companies and immediately raiding their pension plans. For the raider, it provides some of the cash needed to pay off the debt. But for the workers, a lifetime of dreams can be washed away by one such move. Therefore, there have been calls for congressional action to protect existing pension trust funds from being used in leverage buyouts.

Legislative action has been urged to prevent the use of lucrative "golden parachutes," escape mechanisms for corporate executives to walk away with millions while workers are left holding the bag.

Another reform idea is to force raiders to fully disclose their plan for the company's future, their financing sources, their economic assumptions and other information relevant to stockholders, workers and their communities.

Finally, there have also been calls for action to protect stockholders of target companies from unfair tender offers.

WORKERS PAY FINAL PRICE IN TAKEOVER GAME

Frank Lorenzo's raids at Continental and Eastern have brought attention to the growing trend in leveraged buyouts. In fact, the number of LBOs—processes in which a corporate manager goes into debt to purchase controlling interest in a company—has increased tremendously in recent years, from 1,452 in 1979 to 4,223 in 1986. These transactions also put 90,000 union members out of work since 1979.

Financial problems, like those at Eastern, usually arise after the acquisition, when the buyer has to finance the debt. Parts of the company are often sold off.

Often, even financially-sound companies are forced to buy up great amounts of stock to avoid a takeover. For example:

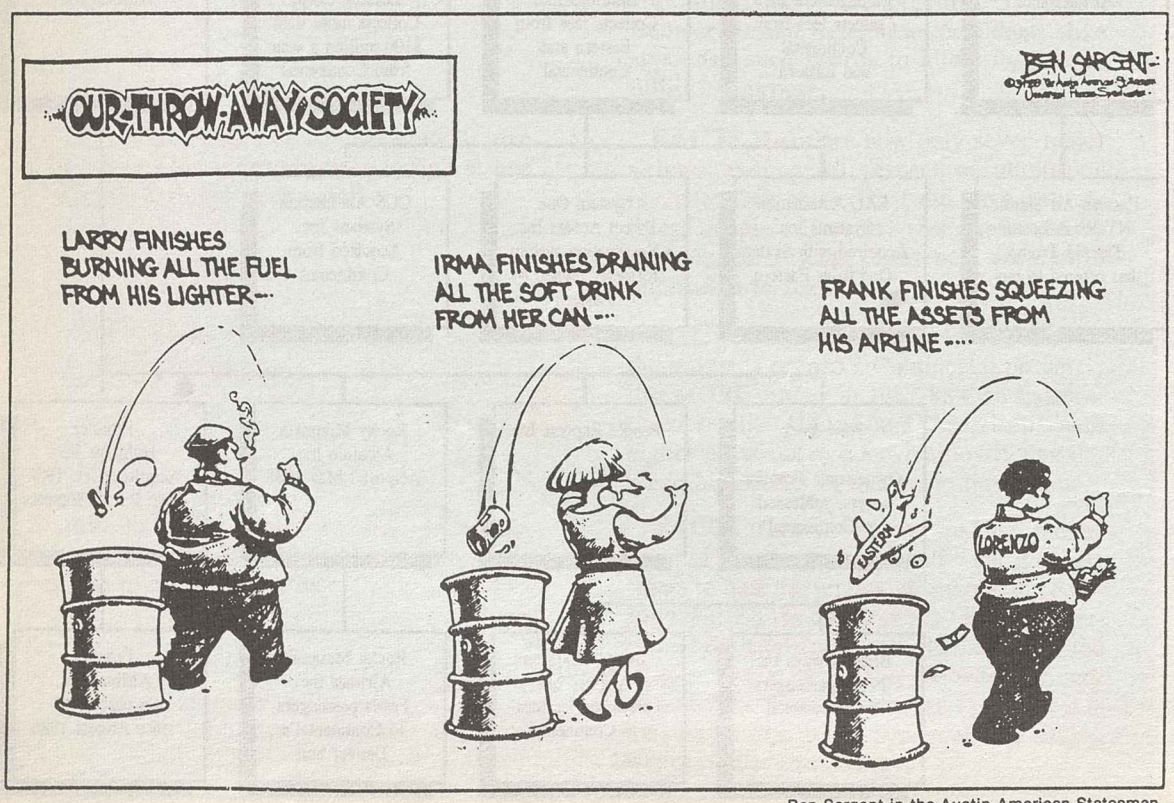
- The recent purchase of RJR Nabisco by Kohlberg Kravis Roberts has already set the stage for some of the same problems. Its employees are worried about losing their jobs. And it is burdened with $25 billion of debt and $3 billion in annual interest payments. The company has already announced that it will sell one of its most profitable assets, Del Monte Foods, and it may also cut back its marketing budget—a move that would require laying off 1,000 employees.

- Black & Decker tried to take over the American Standard plumbing company in April 1988. Even though the LBO was averted through a company stock buyback, the cost to the company was so great that its debt ballooned from a few hundred million to over $2 billion. By October, American Standard was in such bad financial shape that it had to close a plant at Wauregan, Conn., where 340 people were employed.

- The Stop & Shop supermarkets corporation was raided last year by Kohlberg Kravis Roberts. The LBO swallowed up $1.2 billion in borrowed funds. To meet the greatly increased debt service burden, close-out sales were held at the end of the year at dozens of the company's Bradlees Department stores in Maryland, and 3,000 employees lost their jobs.

- Last year, Grand Union, operator of 360 supermarkets, was sold to General Electric France by a leveraged buyout. Two months later, Grand Union sold 52 stores in Virginia and North and South Carolina to Harris-Teeter corporation, an anti-union employer. Two thousand union members lost their jobs and their union contracts.

- In a classic example of the "milking" of a company by a new owner, Youngstown Sheet and Tube company was purchased in 1969 by Lykes Shipping of New Orleans, which sought Youngstown because of its $100 million yearly cash flow. Nearly 5,000 jobs were abolished on a single day when Youngstown's Campbell Works closed.



Ben Sargent in the Austin American Statesman.

JOB SAFETY

April 28 events spotlight OSHA failings

Workers seek reversal of excessive exposure to toxic chemicals

By Peg Seminario

Organized labor's first Workers Memorial Day will be held on Apr. 28 when union members across the country will participate in observances that show their concern about the high toll workers pay in job-related illnesses, injuries and death.

Workers will pay tribute to the victims of the workplace at locations nationwide in events sponsored by local unions and state and city AFL-CIOs.

The observances augment an intensified campaign to improve the nation's job safety and health laws. The Reagan White House crippled the Occupational Safety & Health Administration by reducing its staff, rewriting regulations and subjecting it to the Office of Management & Budget.

One area where the cutbacks took their toll was in the numbers of workers exposed to toxic chemicals that can cause cancer and other diseases.

Occupational disease

The very nature of many occupational diseases, especially those that do not show up until years after the exposure, can make it difficult to identify the cause and take steps to prevent exposures. Even for well recognized occupational diseases like silicosis and lead poisoning, many employers and company doctors refuse to record them as "occupational," hoping to avoid the costs of paying compensation and reducing workplace exposures.

The OSHA law requires employers to record all work-related illnesses, but only a small proportion of diseases are reported on employers logs of injury and illness. Thus, nearly 20 years after the passage of OSHA, only limited data are available on the extent of occupational disease.

In the early 1970s, NIOSH estimated that 100,000 workers die and that 390,000 new cases of occupational diseases occur annually. These grim figures compare to the 190,000 cases of occupational disease reported by employers in 1987 in the latest BLS Survey of Occupational Injuries & Illnesses.

More recently, researchers at the Mt. Sinai Medical School estimated that 50,000 to 70,000 workers die each year from major occupational diseases, including cancer, lung disease, and work-related coronary heart disease.

Asbestos-related diseases alone kill nearly 10,000 workers each year and of the 27 million workers who have been exposed to this deadly material, more than 350,000 have died.

Workplace exposures to toxic chemicals are widespread. NIOSH estimates more than 25 million workers are exposed each year to hazardous chemicals. Of those, at least 7 million workers are exposed to known workplace carcinogens.

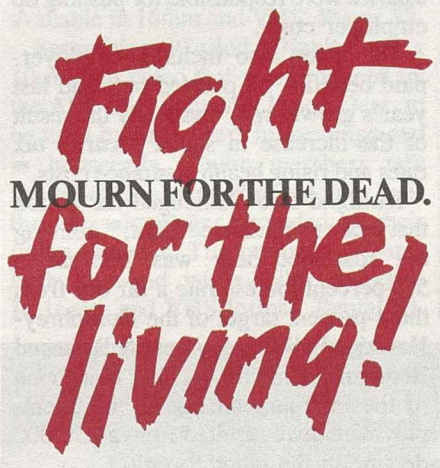
In the past 19 years, OSHA has issued comprehensive health standards for just 24 substances. For those that have been issued, including ones on lead, cotton dust and coke oven emissions, workplace exposures and disease have been significantly reduced.

OSHA's hazard communication standard requires employers to provide workers with information and training on workplace chemicals. This standard, if adequately enforced, could help reduce chemical exposures that lead to occupational diseases. While training can broaden workers' knowledge of the hazards they face, workers need to know that they can, without retribution by the employer, refuse to perform work that unduly exposes them to such chemicals.

OSHA still has a long way to go. Standards are needed on scores of toxic chemicals, such as methylene chloride, cadmium and glycol ethers, to prevent cancer, reproductive damage and other diseases.

But chemicals are not the only cause of occupational illnesses. Biological agents, poor job design and stress are major hazards for millions of American workers. The Centers for Disease Control in Atlanta estimates that every year 500-600 health care workers exposed on the job to blood and body fluids are hospitalized with acute hepatitis B. Of those, at least 250 die from diseases related to the hepatitis B virus.

Increasing numbers of workers are reporting musculoskeletal disorders of the neck, back, arms and wrists. Carpal tunnel syndrome and other types of repetitive motion injuries have reached epidemic proportions in some meatpacking, poultry and assembly plants as changes in production methods and speed-ups have been introduced without regard to the impact on workers health.



New technologies, such as video display terminals (VDTs), are often introduced to the workplace by employers without providing the proper training, thus increasing job stress.

Action for prevention

Unions have been the major representative for workers in the fight to improve safety and health on the job. The labor movement won passage of the Occupational Safety & Health Act in 1970, and has continued to push for strong standards and enforcement. Even during the hostile Reagan years, unions won standards on a worker's "right-to-know" about chemical hazards, asbestos, benzene, formaldehyde, ethylene oxide and hazardous waste.

Through collective bargaining, many unions have made health and safety gains far beyond what is required by law. Training and education programs have been established that give union safety and health committees the tools to identify workplace hazards and press employers for improved conditions.

But labor's fight is not over. OSHA standards are needed on infectious diseases, ergonomic hazards, VDTs, lock-out of hazardous equipment, and confined spaces. OSHA must step up its enforcement of the existing regulations and increase the number of inspectors.

Legislation is needed now to protect workers at the nuclear facilities run by the federal Dept. of Energy and to notify those workers found to be at high risk of occupational disease due to workplace exposures. Laws covering workers' compensation must be strengthened to provide fair and just redress to victims of occupational diseases and injuries.

It is time to update and improve the Occupational Safety & Health Act. The deficiencies in the law have become apparent in the 18 years since its passage. The AFL-CIO believes it should be strengthened by mandating worksite safety programs, expanding worker participation and rights, strengthening OSHA enforcement, addressing construction safety and health hazards, extending coverage to all workers not now covered by OSHA or the Mine Safety & Health Act, and boosting the responsibilities, status and funding of NIOSH.

Six events take note of tragedies

Worker Memorial Day activities will include special events at six locations, chosen because they are the sites of catastrophes or major safety and health problems.

BRIDGEPORT, CONN.—Site of an April 1987 L'Ambiance Plaza building collapse that killed 28 union workers. Other occupation safety and health problems in Connecticut exist in shipyards, hospitals and chemical and manufacturing plants. A memorial service is planned for Apr. 28 at the L'Ambiance Memorial at City Hall, where union leaders and elected officials will speak. Other activities at local unions are also being planned.

CINCINNATI—This site is near the Dept. of Energy's nuclear facility at Fernald where contamination from radiation and other toxic waste threatens workers, the public and the environment. An afternoon rally is planned.

KANSAS CITY—AFL-CIO President Lane Kirkland will be at the construction site where six Fire Fighters died when hazardous chemicals exploded. A memorial service is planned for noon at a downtown cathedral. In addition there will be a radio talk show on job safety and health, proclamations by the city councils in Kansas City, Mo., and Kansas City, Kan., and a moment of silence.

OMAHA, NEB.—The home of a number of meatpacking plants, this city was chosen to highlight the safety and health problems in this very hazardous industry. A rally will begin at 12:30 p.m. at which union, civic and religious leaders will speak.

AUSTIN, TEX.—This state has the highest number of job-related fatalities. Hazards in petroleum refining, construction, and oil and gas well drilling claim hundreds of workers' lives each year, and thousands more are injured. Austin, the capital of Texas, was chosen to send a message to legislators and to prepare for a major battle on the workers' compensation law. A rally is planned for the steps of the state capitol.

HENDERSON/LAS VEGAS, NEV.—Henderson was the site of a rocket fuel plant explosion that injured hundreds of workers and citizens and destroyed the plant. A press conference is planned for noon in Las Vegas and a rally is scheduled for that evening at Electrical Workers Local 357 union hall. State, congressional and religious leaders and union officials are invited to speak.

Dozens of other sites around the country will have activities to commemorate the day. Among the cities and events planned are: Wearing of black ribbons and lowering of flags to half mast in Waterbury, Conn.; march to river and tolling of bells in Philadelphia; black ribbons and moment of silence in Milwaukee, and service and introduction of workers' "right to act" bill in New Jersey that provides the right to refuse hazardous work. Rubber Workers will have red safety ribbon to wear or to tie on their vehicles.

Roll call of deceased workers at railroad repair shop in Bloomington, Ill.; tolling of bells at 12:15 p.m. in Albany, Buffalo, Rochester, Syracuse and New York City along with memorial services; press conference with newly formed Injured Workers Association about needed workers' compensation reforms, and black arm bands and press conference in Raleigh.

In Richmond, Va., a vigil will be held at 10 a.m. with reading names of 300 workers killed on the job; there will be a march and vigil in East Chicago, Ind.; Union Yes radio ads and moment of silence in Minnesota; and events involving Marine & Shipbuilding Workers from Bath, laid-off Paperworkers from Jay, and other union members in Maine.

Data

Kirkland calls further interest rate hikes risky

Any further action by the Federal Reserve Board to drive up interest rates could propel the nation into recession, AFL-CIO President Lane Kirkland warned.

In a letter to Board Chairman Alan Greenspan, Kirkland emphasized that decisions on interest rates "profoundly affect the jobs, the earnings and income, and the living standards of American workers and their families."

He urged that the Federal Open Market Committee not only put a lid on further increases but also consider reducing rates to prevent an economic downturn.

Kirkland rejected claims that workers' pay increases are responsible for any overheating of the economy. "In terms of purchasing power, average weekly earnings are 11 percent less than they were in February 1979," he emphasized. In the past 12 months, he continued, a 4.8-percent jump in consumer prices more than ate up the 3.4-percent rise in average weekly earnings.

"This is not an indication of wage-push inflation but rather a deterioration of workers' real earnings," he told Greenspan.

Kirkland also faulted the Labor Dept.'s employment cost index—which rose 4.9 percent in 1988—for leaving the impression that higher wages and salaries were responsible for pushing up employer costs.

The index also includes employer-paid benefits, he pointed out, and last year's growth was "basically the result of the increase in social security tax rates and rising health insurance costs."

Kirkland also challenged the notion that labor markets are "tight," pointing out that not only was February's 5.1-percent jobless rate a far cry from the 4-percent target of the Humphrey-Hawkins Full Employment & Balanced Economic Growth Act, but that much of the February change in the unemployment level resulted from a 250,000 decline in the labor force.

"If we include in the unemployment count those 'discouraged workers' who dropped out of the labor force because they thought jobs were unavailable," Kirkland said, "and those involuntarily on part-time schedules because full-time work was not available, the total desiring a job or more hours of work would be more than 12 million."

Over the past decade, he emphasized, the number of involuntary part-timers has increased by 1.5 million and the number of discouraged workers by 200,000.

Kirkland stressed that America's working people "have no desire to return to a period of rapid inflation, and we understand and appreciate the need for monetary policies that are consistent with price stability."

But, he said, it would be folly to add to the economic burdens of workers and their families when the main sources of recent inflation have been energy, health care, and higher food prices. Under such circumstances, he said, further interest rate hikes would "actually add to inflationary pressures by increasing borrowing costs."

Kirkland explained the dimensions of the problem this way:

"Higher interest rates have a particularly depressing effect on industries such as home building and autos as well as small business and infrastructure investments by state and local governments.

"As important, the federal government's borrowing costs rise, compounding debt service outlays which are already the fastest growing portion of the budget. Higher U.S. interest rates are already driving up the value of the dollar against other major currencies, thus tending to aggravate the nation's huge trade deficit.

"The American economy today is extremely and uniquely volatile and vulnerable. The federal budget deficits, the trade deficits, and the dependence on overseas borrowing put the economy in such a dangerous condition that policies to slow the economy could trigger a contraction that would spread rapidly and quickly become self-sustaining.

"This is particularly dangerous since extraordinary deficits might tempt policymakers to limit severely the federal government's fiscal power to stimulate the economy," Kirkland said.

Interest rate decisions by the Federal Open Market Committee will impact on "the jobs, income and welfare of millions of American workers and their families," the letter stressed.

And while he acknowledged the Federal Reserve's accountability to Congress, Kirkland reminded Greenspan that, "in a larger sense, you are accountable to the people whose livelihood and welfare you are affecting by the decisions you make."

Real earnings plunge over 10-year period

Weekly earnings of America's workers continue to lag as consumer and other price increases drive up the cost of living.

Workers' buying power tumbled six-tenths of 1 percent in February as real average weekly earnings declined, the Bureau of Labor Statistics reported.

The February drop in real earnings marked the third time in the last four months that buying power has fallen.

Over the year period, real wages dropped 1.3 percent, the biggest year-to-year decrease since March 1988.

February's four-tenths of 1 percent jump in the consumer price index, coupled with a three-tenths of 1 percent drop in hours worked and a scant one-tenth of 1 percent gain in average pay, produced the sharp drop in buying power.

Over the year-ago period, inflation rose by 4.8 percent, wiping out a 3.4-percent increase in average wages. And over the past 10 years, workers' buying power has plunged 11 percent, AFL-CIO economist Anne Draper noted.

In February, food and shelter prices each rose five-tenths of 1 percent. Food prices posted a 6.2-percent jump over the year-ago period, while shelter costs were 4.1 percent higher. Clothing prices were virtually unchanged over the month but were 4.3 percent higher than a year earlier. Gasoline jumped 1.7 percent in February.

Other components of the index running at a higher rate than the CPI included public transportation, up 5.3 percent over a year ago, and medical cost increases, up 7.2 percent.

Statistics at a glance

Consumer Prices

	Feb. '88-Feb. '89	Jan. '89-Feb. '89
All Prices (CPI-W)	4.8%	0.4%
Food	6.2%	0.5%
Housing	3.7%	0.3%
Medical Care	7.2%	0.7%

Workers' Earnings

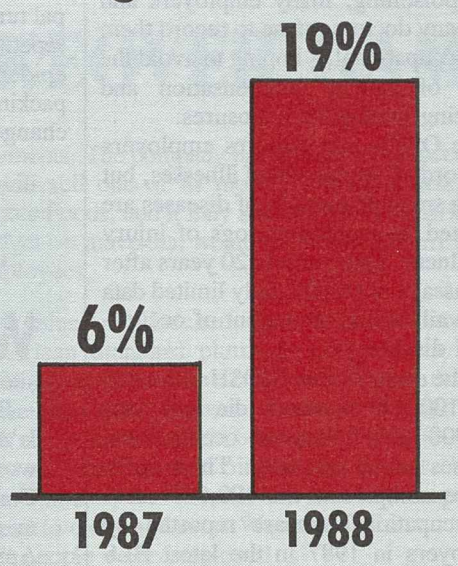
	Feb. '88 Feb. '89	Jan. '89-Feb. '89
Real Average Weekly Earnings		
All Private Industry	–0.9%	–0.6%
Manufacturing	0.0%	0.0%

Housing Construction

	1986	1987	1988	Dec. '88-Feb. '89
Housing Starts	1,805,000	1,620,000	1,488,000	1,588,000*

*Annual Rate

Corporate Profits Surged in 1988



NOTE: Profits after tax, fourth quarter to fourth quarter. *Department of Commerce*

Food, fuel lead jump in producer prices

Producer prices for finished goods jumped 1 percent in February, marking the second consecutive month that prices of food and energy products rose sharply, the Bureau of Labor Statistics said.

Some analysts—concluding that the price hikes indicated growing inflation—called on the Federal Reserve Board to further tighten interest rates. But the AFL-CIO pointed out that the increases indicated that workers' real earnings were deteriorating and stressed that another round of interest rate hikes would add to inflation.

At the consumer level, producer food prices climbed 1.2 percent in February and 7.2 percent over the year. Gasoline prices jumped 4.1 percent in February and 5.6 percent over the year.

February indicators sag

The index of leading indicators—measures used to forecast the nation's economic health—dropped three-tenths of 1 percent in February, the Commerce Dept. reported.

The lag followed a revised seven-tenths of 1 percent increase in January and a six-tenths of 1 percent rise in December.

Eight of the 11 indicators declined with the largest drop in new plant and equipment orders. Building permits, factory orders for consumer goods and money supply and the index of consumer expectations all fell. Other negative indicators included an increase in initial unemployment compensation claims, a drop in unfilled orders and declining vendor performance.

Housing sales tumble

The Commerce Dept. reported that sales of new single family homes in February fell 9.4 percent—to a seasonally adjusted annual rate of 620,000 units—the lowest rate since January 1988.

Resources

PRINT MATERIALS

EASTERN IMPACT, the tabloid section in this issue of the AFL-CIO News, explores how Eastern boss Frank Lorenzo deliberately drove the carrier into bankruptcy in a scheme to feed his other Texas Air holdings, including non-union Continental where he also used bankruptcy to wring wage and fringe benefit concessions from employees.

Take Away That Punchbowl, a 24-page booklet published as part of the AMMO series by the UAW, explains the adverse impact on American workers and their families whenever the Federal Reserve Board tightens up the money supply and drives up interest rates.

This is a recipe for recession, the UAW publication points out, because it puts the cost of financing homes, autos and other major consumer goods beyond the reach of the family's pocketbook, touching off a downward economic spiral that destroys jobs.

Copies are available in quantity. Write UAW, AMMO, 8000 E. Jefferson, Detroit, MI 48214.

FILMS

So Can You is a 15-minute documentary in which workers from various unions talk about why they organized and what the union has done for them. They discuss wages and working conditions, fringe benefits, job security and dignity. Some workers tell about the use of management consultants to intimidate workers and how they handled this situation. The film was produced by the AFL-CIO and is available in 16mm and VHS. Rental $5.

Something Called Dignity is a 10-minute video that was produced by the AFL-CIO Industrial Union Dept. to be used by organizers in meetings and in housecalls. Union members talk about how the union changed their lives through advantages provided by their union contract. The program features both blue-and white-collar workers. In 16mm and VHS format. Rental $5.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Film and video rentals are available from the AFL-CIO Education Dept., Room 407, 815 16th St., N.W. Washington, D.C. 20006. Rental fees range from $5-$10. Orders are subject to availability and sufficient advance notice. The date the film or video is to be used must be included with the order.

Meany Center sets schedule of April courses

These are some of the workshops being offered by the George Meany Center in April 1989. The schedule:

Effective Union Action for Civil Rights, Apr. 9-13—The annual conference of the AFL-CIO Civil Rights Dept. for women's and civil rights designees of AFL-CIO unions.

Negotiating for Employee Benefits, Apr. 16-21—Benefit programs such as pensions, health insurance, dental, life and disability are discussed with a review of bargaining trends and the latest bargaining strategies.

Organizing Techniques II, Apr. 16-21—An institute cosponsored by AFL-CIO Dept. of Organizing & Field Services for experienced organizers.

Labor Relations in the Federal Sector, Apr. 17-21—An institute on collective bargaining, grievance handling and arbitration, and building union support.

Standards of Discipline & Discharge in Arbitration, Apr. 23-28—An advanced institute exploring the concept of just cause, standards for arbitrators, investigation procedures and standards of proof.

Negotiating Contracts with State & Local Agencies, Apr. 23-28—An institute on preparing initial proposals, developing committee work, record-keeping procedures, opening statements, appropriate contract language and ratification.



At union presidents meeting, from left are, Frank Martino of the Chemical Workers, James Sommerhauser of the Professional & Technical Engineers, Charles Dale of the Newspaper Guild, John Sturdivant of the Government Employees, Alfred Whitehead of the Fire Fighters, Mike Sacco of the Seafarers (hidden) and William Duval of the Painters. The meeting with AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue is held annually for union presidents not on the Executive Council.

Indiana Democrat wins Quayle's seat

Democrat **JILL LONG** won a previously Republican House seat in Indiana's 4th District, polling 51 percent of the vote. She was COPE endorsed in a special election for the seat Republican Dan Coats held before he was appointed to the Senate to fill out the term of Vice President Dan Quayle. Long, a 36-year-old college professor, defeated Dan Heath despite campaign appearances by Quayle, who had represented the Fort Wayne area district for two terms, and television ads featuring President Bush.

The House lineup is now 259 Democrats, 174 Republicans and two vacancies that will be filled in special elections.

In Alabama, Democrat **GLEN BROWDER** has COPE support in an Apr. 3 election to fill the vacancy left by the death of Democrat Bill Nichols last December. In Wyoming, where Republican Dick Cheney gave up his at-large seat to become Secretary of Defense, the COPE-endorsed Democrat is **JOHN P. VINCH,** who last November came within 1,300 votes of an upset victory over an entrenched Republican senator.

EDWARD A. MOHLER has been elected president of the Maryland/District of Columbia AFL-CIO, to fill the term of the late Edward Lamon.

Mohler, 51, had been secretary-treasurer of the state federation since 1977. A Communications Worker in 1956, he served as a shop steward and legislative chairman, and later became an organizer and legislative representative of AFSCME.



Edward A. Mohler

Newsmakers

JACQUELINE B. VAUGHN, president of the Chicago Teachers Union since 1984, has been unanimously elected president of the Illinois Federation of Teachers by the 600 delegates to the IFT convention. Vaughn, an elementary school teacher on leave from the Chicago Board of Education, is a vice president of the Teachers and of the Illinois AFL-CIO. She succeeds **ROBERT HEALEY,** the Chicago Federation of Labor president who headed the 60,000-member statewide local for 18 years.

VINCENT R. SOMBROTTO, president of the Letter Carriers, was reelected as president and chairman of the board of the Fund for Assuring an Independent Retirement (FAIR) and **SANDRA SUE ADAMS-CHOATE** of the Government Employees was reelected secretary. AFSCME President **GERALD W. McENTEE** and Fire Fighters President **ALFRED K. WHITEHEAD** were elected to the FAIR board of directors. **GEORGE B. GOULD** of the NALC was reelected chairman of the legislative committee.

AFL-CIO Sec.-Treas. **THOMAS R. DONAHUE** was recently elected to Manhattan College's board of directors. Donahue was a 1949 graduate of the college. He received a law degree from Fordham University and holds honorary degrees from Manhattan College, the University of Notre Dame and Loyola University.

JULIA D. GRAVES was named manager of communications for the Air Line Pilots where she will oversee public and news media relations, internal member communications, video production and telecommunications. Graves, 32, has been with ALPA for nine years, most recently as supervisor of communications.

DIED: James G. O'Hara, who died of cancer Mar. 13 at 63, will be remembered as a staunch ally of America's workers during his nine terms in Congress from 1959 to 1977. A proclamation by Labor Sec. Elizabeth Dole assures that his name will be attached to a pro-worker 1965 Service Contract Act he co-authored.

Standing tall at Eastern after 4 weeks

Continued from Page 1

Workers, Port Council, Plumbers & Pipe Fitters, Electrical Workers, Postal Workers, UAW, Communications Workers and the Graphic Communications Union. That's far from inclusive.

Financial contributions from the federation's affiliates pushed the AFL-CIO's Fairness at Eastern Fund closer to the million-dollar mark. AFL-CIO Sec.-Treas. Thomas R. Donahue said the first two payments from the fund totaled $490,000, two thirds of which was earmarked for emergency help for Eastern's flight attendants—members of Transport Workers Local 553—who have problems with health insurance payments.

Other financial assistance has gone directly to strike assistance funds of the various unions. The Detroit AFL-CIO established an ''Adopt a Family'' program; Machinists Local 650 in Kansas City, whose members service TWA planes, raised $11,000.

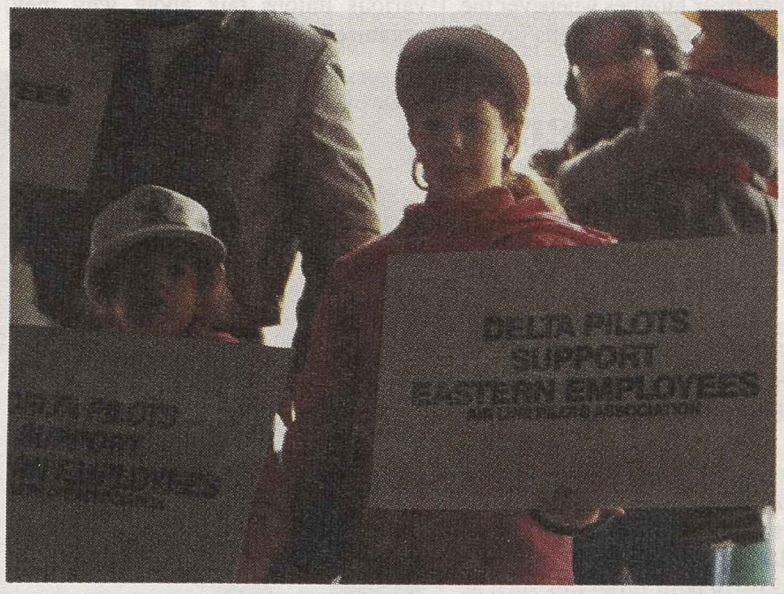
The phenomenon of widespread public support for unions in a strike that has unavoidably inconvenienced air travellers has been demonstrated in honks of support and thumbs-up signs for pickets, and also by a nationwide poll conducted by the Washington Post.

The question asked of 1,010 randomly selected adults was: ''Which side do you feel is right in the Eastern Air Lines conflict, the union or Eastern?''

Forty-six percent said the union was right and only 27 percent sided with management. Three percent said both were right, 5 percent said neither side is right and 19 percent didn't know. A few million leaflets later, more people can be expected to know about Frank Lorenzo and his track record.

As a bankruptcy judge prepared to name a ''super-examiner'' with power to investigate and seek to mediate the dispute between Eastern and its unions, labor pressed for inclusion of representatives of all three unions on the creditors' committee named by the court. New York State AFL-CIO President Edward J. Cleary was among the first to protest that the 7,000-member flight attendant unit—''the only predominantly female group of Eastern workers''—was not included on the committee.





Coast to coast: Like other events nationwide, rallies across from the White House in Washington (above) and in California (below) spread the Fairness at Eastern message.

INSIDE

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AFL-CIO NEWS

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House passes compromise $4.55 minimum wage bill after defeating Administration plan for a six-month subminimum ''training wage.''

3 ***Unions ask changes in bankruptcy rules***

Should Texas Air and Continental assets by shielded from Eastern Air Line's creditors? Air unions testify for Metzenbaum bill.

4 ***Plant without bosses bold new experiment***

It's one-of-a-kind and untried, but this experiment in shop floor democracy is attracting attention.

5 ***The story behind the Eastern strike***

Special insert tells the story of how deregulation and the corporate manipulation of Frank Lorenzo grounded a once-great airline.

9 ***Memorial focuses on saving lives***

Improved safety and health enforcement is goal of April 28 Workers Memorial Day observances.

10 ***Interest rate rise recipe for recession***

Lane Kirkland's letter to Federal Reserve chairman challenges recession-breeding policy of choking off economic growth with tight money tactics.

UNION YES

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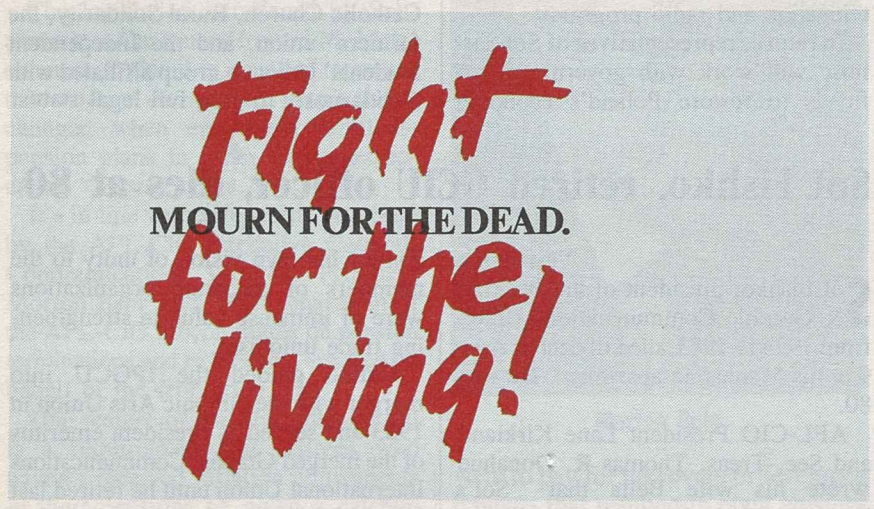
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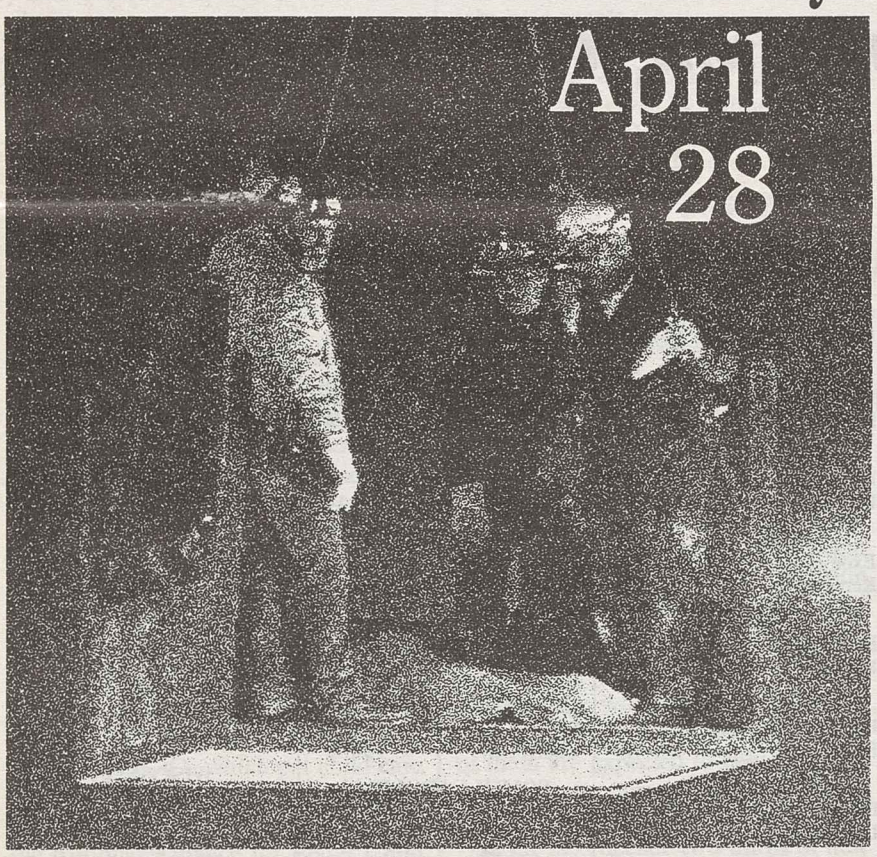


Minimum wage

Safety net is badly frayed for workers who have to pay 1989 prices with a $3.35 minimum wage that hasn't been raised since 1981. Pages 6-7.



Observe Workers Memorial Day



A victim is raised from the 1987 construction site disaster in Bridgeport, Conn., that killed 28 union construction workers. Memorial Day events schedule is on Pages 8-9.

Congress, Bush gird for wage bill battle

62-37 Senate vote backs $4.55 minimum

President Bush is the only remaining obstacle to a minimum wage increase that would give America's working poor their first pay raise in more than eight years.

Congress has almost completed its work. Both the House and Senate have approved raising the $3.35 wage floor to $3.85 on Oct. 1, to $4.25 a year later, and to $4.55 the third year.

Both bills would allow employers to pay a training wage of 85 percent of the minimum for up to 60 days. But it would be a one-time training wage and could not be imposed on a worker with more than 60 days of total job experience.

AFL-CIO President Lane Kirkland termed the House-Senate measure "a good compromise" and urged Bush to accept the decision of Congress and let the increase become law.

A House-Senate conference committee will put the bill in final shape, dispose of some unrelated amendments added by the Senate, and clear it for final passage votes that will send it to the President's desk.

That's when the real battle will begin.

President Bush has said—repeatedly—that he will veto any minimum wage bill that differs from the Administration's take-it-or-leave-it proposal.

But Bush's proposal was defeated in both the House and Senate. It would have raised the minimum wage over a three-year period, as does the labor-endorsed bill, but the increase would be significantly smaller, topping out at $4.25 in 1992.

Even that increase would be largely negated by the huge "training wage" loophole it would poke in the wage-hour law.

Under guise of a training wage, employers would be free to pay workers 80 percent of the minimum wage for six months, even if they provided no training. The 6-month subminimum rate would apply to any worker on a new job, regardless of previous job experience or age.

Rollcall votes on Page 2

A Washington Post-ABC News public opinion poll on the eve of the Senate debate showed an overwhelming 84 percent of Americans supporting an increase in the minimum wage—and 82 percent saying they would still support it even if it would result in higher consumer prices. Last year, the Gallup poll found 76 percent support for a minimum wage bill that carried the increases to a higher fourth step of $5.05 an hour.

It's that strong base of public support that the labor movement and its allies in the minimum wage coalition are counting on to overcome the obstacles and get a catch-up minimum wage increase enacted into law.

The Senate passed the bill, 62-37, after tabling and thus killing a Republican attempt to add an unrelated amendment curtailing Davis-Bacon Act prevailing wage coverage on government construction contracts.

Lorenzo's 'no deal' stalls Eastern's recovery

Eastern Air Lines workers remain determined to get their airline flying again—once owner Frank Lorenzo is grounded—despite disappointment over the failed purchase bid of Peter V. Ueberroth. The three unions representing Eastern workers had hammered out an agreement with Ueberroth, but Lorenzo jettisoned the deal.

That prompted federal bankruptcy Judge Burton Lifland to call for a hearing on motions to put the airline up for auction by sealed bids, rescind the sale of the shuttle and the transfer of other key assets and return employees to work at their pre-strike wage rates, the Air Line Pilots noted.

ALPA President Henry Duffy said the unions and Ueberroth encountered "delay and jockeying and waffling by Lorenzo in the bankruptcy proceedings." He applauded the judge's efforts to limit Lorenzo's "obstructionist role."

President Mary Jane Barry of Transport Workers Local 553 said flight attendants were not surprised by Lorenzo's reneging on the deal. But the collapse of talks won't weaken the attendants' resolve, she said.

Duffy stressed that "Eastern pilots are still on their sympathy strike and will not report to work." This week, U.S. District Court Judge Edward B. Davis ruled that pilots have the right to engage in a sympathy strike, crushing Lorenzo's appeals for the court to force the pilots back to work.

Machinists Vice President John Peterpaul expressed regret over the failed negotiations but added "there are other potential buyers who have expressed interest in purchasing Eastern."

Eastern rallies on Page 4

The unions were pressing for an interim trustee to manage the company until Ueberroth took control. The creditor committee also questioned the Ueberroth deal because of the belief that the sale gave too many of Eastern's assets to Lorenzo's Texas Air Corp.

As the strike entered its seventh week, the union pilots, attendants and machinists were joined in picketing at Eastern and Contental terminals and at other events by trade unionists.

On Apr. 6, union members nationwide marked "Stand Up to Lorenzo Day" with speeches, songs and miles of red ribbon. Airport rallies were held in Cleveland, Los Angeles, San Diego, Salt Lake City, Houston and other cities, where union members wore red ribbons and passed out "Lorenzo No" stickers.

A committee of ALPA, TWU and IAM representatives disbursed about $510,000 from the AFL-CIO Fairness at Eastern Fund, with $340,000 earmarked for TWU members and $85,000 each for ALPA and IAM members. The federation reported that more than $863,000 had been received with more than $100,000 on the way.

Solidarnosc pact hailed as 'remarkable victory'

AFL-CIO President Lane Kirkland sent congratulations to Solidarnosc leader Lech Walesa upon his reaching an agreement with the Polish government that provides for official recognition of the independent trade union for the first time since 1981 and establishes free, democratic elections.

In a cable to Walesa, Kirkland praised the "remarkable victory" and offered the federation's assistance "to Solidarnosc and all independent and democratic Polish institutions as they work to restore economic growth, provide needed housing, deliver adequate health care, develop a free press, radio and television, and revive the fabric of normal life."

In addition to recognizing Solidarnosc, the agreement—reached after two months of negotiations—creates a new government to be administered by a president and a two-chamber legislature. Free elections for the upper chamber—the Senate—will be held in June while the ruling communist organization—the Polish United Workers' Party—and allied groups will be given 65 percent of the seats in the lower body. But the Senate will have veto power over key legislation and government programs and the authority of the president to impose a state of emergency will be limited.

The pact also calls for the establishment of opposition news media, including a daily newspaper and weekly television and radio programs.

In return, representatives of Solidarnosc will work with government officials to restore Poland's economy which is suffering from high inflation, shortages of goods and foreign debt.

Kirkland pledged the AFL-CIO's continued support as Polish unionists begin "the work of rebuilding Poland—a country ravaged by communist mismanagement and distorted by harsh oppression."

"Through your leadership and the perseverance of hundreds of thousands of Polish trade union activists, you kept the spirit of free trade unionism alive under the harshest circumstances. Now you have struck a mighty blow for freedom, democracy and human dignity," Kirkland wrote.

The accord also entitles the Roman Catholic Church, Rural Solidarity, the farmers' union, and the Independent Students' Union, a group affiliated with Solidarnosc, to gain full legal status.

12 states to host meetings

Officers and executive boards of a cross-section of state federations will meet with AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue this spring and summer. The sessions continue a pattern of annual meetings by the AFL-CIO's top officers with trade union groups in various parts of the country.

Kirkland and Donahue will each visit six states, accompanied by staff members dealing with issues in the morning session of the all-day program—legislation, safety and health, health care, and communications. The afternoon segment is planned as an informal, open discussion.

Each host state federation will decide on the number of participants at its meeting.

Dates and locations of the meetings with Kirkland are as follows: Apr. 21, Florida, in Orlando; Apr. 24, New York, at the George Meany Labor Studies Center, in connection with a previously scheduled meeting; Apr. 27, Missouri, in Jefferson City; June 5, Ohio, in Columbus; June 7, Pennsylvania, in Harrisburg; Aug. 1, California, in Los Angeles.

Donahue's schedule: Apr. 24, Illinois, in Chicago; May 10, Massachusetts, in Boston; May 23, Colorado, in Denver; June 1, Minnesota, in Minneapolis; June 6, Washington, in Seattle; July 25, Texas, in Austin.

Sol Fishko, retired GCIU officer, dies at 80

New York

Sol Fishko, president of the Printing & Graphic Communications Union from 1974 to 1983, died of cancer Apr. 9 at his Manhattan apartment. He was 80.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue wrote his wife Bella that "Sol's organizational talents and his ability to convey his own vision of unity to the members of disparate organizations were of immense value in strengthening trade unionism."

Fishko guided the IPGCU into merger with the Graphic Arts Union in 1983 and served as president emeritus of the merged Graphic Communications International Union until he retired last June.

Key Senate rollcalls on minimum wage amendments

Vote No. 1 approved the labor-endorsed compromise that would raise the minimum wage to $4.55 an hour over three years, with a 60-day training wage allowed for a first job. Right votes (R) for the amendment were cast by 53 Democrats and 8 Republicans. Voting wrong (W) were 37 Republicans and 2 Democrats.

Vote No. 2 is the defeat of the Administration bill that would have set a $4.25 minimum after three years, except that workers could be paid less than the minimum for six months, regardless of their previous experience. Right votes against the motion were cast by 52 Democrats and 6 Repubicans. Voting wrong were 38 Republicans and 3 Democrats.

ALABAMA		
Heflin (D)	R	R
Shelby (D)	R	R
ALASKA		
Stevens (R)	W	W
Murkowski (R)	W	W
ARIZONA		
DeConcini (D)	R	R
McCain (R)	W	W
ARKANSAS		
Bumpers (D)	R	R
Pryor (D)	R	R
CALIFORNIA		
Cranston (D)	R	R
Wilson (R)	W	W
COLORADO		
Armstrong (R)	W	W
Wirth (D)	R	R
CONNECTICUT		
Dodd (D)	R	R
Lieberman (D)	R	R
DELAWARE		
Roth (R)	W	W
Biden (D)	R	R
FLORIDA		
Mack (R)	W	W
Graham (D)	R	R
GEORGIA		
Nunn (D)	R	R
Fowler (D)	R	R
HAWAII		
Inouye (D)	R	R
Matsunaga (D)	R	R
IDAHO		
McClure (R)	W	W
Symms (R)	W	W
ILLINOIS		
Dixon (D)	R	R
Simon (D)	R	R
INDIANA		
Lugar (R)	W	W
Coats (R)	W	W
IOWA		
Grassley (R)	W	W
Harkin (D)	R	R
KANSAS		
Dole (R)	W	W
Kassebaum (R)	W	W
KENTUCKY		
Ford (D)	R	R
McConnell (R)	W	W
LOUISIANA		
Johnston (D)	W	W
Breaux (D)	R	R
MAINE		
Cohen (R)	R	R
Mitchell (D)	R	R
MARYLAND		
Sarbanes (D)	R	R
Mikulski (D)	R	R
MASSACHUSETTS		
Kennedy (D)	R	R
Kerry (D)	R	R
MICHIGAN		
Riegle (D)	R	R
Levin (D)	R	R
MINNESOTA		
Durenberger (R)	R	A
Boschwitz (R)	W	W
MISSISSIPPI		
Cochran (R)	W	W
Lott (R)	W	W
MISSOURI		
Danforth (R)	W	W
Bond (R)	W	W
MONTANA		
Baucus (D)	R	R
Burns (R)	W	W
NEBRASKA		
Exon (D)	R	R
Kerrey (D)	R	R
NEVADA		
Bryan (D)	R	R
Reid (D)	R	R
NEW HAMPSHIRE		
Humphrey (R)	W	W
Rudman (R)	W	W
NEW JERSEY		
Bradley (D)	R	R
Lautenberg (D)	R	R
NEW MEXICO		
Domenici (R)	W	W
Bingaman (D)	R	R
NEW YORK		
Moynihan (D)	R	R
D'Amato (R)	W	W
NORTH CAROLINA		
Helms (R)	W	R
Sanford (D)	R	R
NORTH DAKOTA		
Burdick (D)	R	R
Conrad (D)	R	R
OHIO		
Glenn (D)	R	R
Metzenbaum (D)	R	R
OKLAHOMA		
Boren (D)	R	W
Nickles (R)	W	W
OREGON		
Hatfield (R)	R	R
Packwood (R)	R	R
PENNSYLVANIA		
Heinz (R)	R	R
Specter (R)	R	R
RHODE ISLAND		
Pell (D)	R	R
Chafee (R)	W	W
SOUTH CAROLINA		
Thurmond (R)	W	W
Hollings (D)	W	W
SOUTH DAKOTA		
Pressler (R)	R	W
Daschle (D)	R	R
TENNESSEE		
Sasser (D)	R	R
Gore (D)	R	R
TEXAS		
Bentsen (D)	R	R
Gramm (R)	W	W
UTAH		
Garn (R)	W	W
Hatch (R)	W	W
VERMONT		
Leahy (D)	R	R
Jeffords (R)	R	W
VIRGINIA		
Warner (R)	W	W
Robb (D)	R	R
WASHINGTON		
Gorton (R)	W	W
Adams (D)	R	R
WEST VIRGINIA		
Byrd (D)	R	R
Rockefeller (D)	R	R
WISCONSIN		
Kasten (R)	W	W
Kohl (D)	R	R
WYOMING		
Wallop (R)	W	W
Simpson (R)	W	W

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LEGISLATION

Pension fund protection pressed

Federation underscores need to keep raiders' hands off

A pension protection bill being considered by the Senate Labor Subcommittee is needed to stop Wall Street raiders and company executives from looting workers' pension funds, the AFL-CIO testified.

The legislation introduced by Subcommittee Chairman Howard M. Metzenbaum (D-Ohio) is intended to assure that workers and retirees aren't shortchanged when employers terminate pension plans in order to pocket so-called "excess assets."

It's in line with safeguards proposed by the AFL-CIO Executive Council, Communications Workers President Morton Bahr said. Bahr, chairman of the AFL-CIO subcommittee on pension terminations and reversions, testified on behalf of the federation.

One feature of the Metzenbaum bill is a requirement that retirees who haven't received inflation adjustments in their pensions be given a catchup payment before the employer could pocket any excess assets of a terminated plan.

Since 1980, Bahr noted, corporate mergers and acquisitions were responsible for the termination of 276 pension plans. Much of the $1.4 billion in "excess" assets that reverted to employers



Morton Bahr

went to pay for takeovers or leveraged buyouts that resulted in plant closings and layoffs, Bahr testified. Some 90,000 union members have lost their jobs as a result.

First-hand testimony to the shortchanging of workers in a pension termination was given by Arthur W. Wilson, president of Local 8-898 of the Oil, Chemical & Atomic Workers. The local represents workers at a refinery in Delaware that in 1984 was purchased by Texaco from the Getty Oil Co.

Wilson told the Senate panel that Texaco immediately "restructured" the pension plan to capture $250 million that it then used to pay for a proxy battle and lawsuit costs. None of the money went for "plant improvements, new jobs or new technology," Wilson said.

Under the Getty plan, he testified, retirees had received a series of cost-of-living adjustments. But pension entitlements were frozen on the basis of 1984 wages and no one retiring since the takeover has received a cost-of-living adjustment, Wilson said.

He called on Congress to pass pension legislation to stop the "ripoff of working men and women."

While endorsing the principal provisions of the Metzenbaum bill, Bahr urged various amendments to assure that workers are not shortchanged.

"Pensions are not paid for and funded in a vacuum," Bahr stressed. They are "tradeoffs" for wages or other benefits. If a pension plan is genuinely overfunded, Bahr said, workers and retirees have a "rightful" claim to a share of the excess.

Kirkland says prosecute, but don't take over

Vigorous prosecution of lawbreakers who prey on unions—not government takeover of democratic institutions—is the proper way to address corruption, AFL-CIO President Lane Kirkland told the Senate Subcommittee on Investigations.

Kirkland said unions welcome the help of the government's law enforcement machinery to uncover crime and corruption. "As much as I may wish the opposite to be true," Kirkland said, "trade unions, like every other type of organization, have been misused by individuals who are corrupt and by others who are weak and succumb to temptation."

But he strongly rejected the premise that criminal law is inadequate to deal with corruption or organized crime and challenged government use of a civil anti-racketeering law, RICO, to take over and administer unions.

Kirkland said the RICO law should be amended to allow appointment of a temporary court-designated trustee only when the government produces "clear and convincing evidence that the interests of union members cannot be protected by any less intrusive means."

Government assumption of control over private institutions such as unions is "fundamentally illegitimate," Kirkland stressed. That's because "the officials who exercise that control are not drawn from, are not selected by, and are not responsible to the members."

Alliance bolsters child care measure

The House expects committee action in early May on the Act for Better Child Care, which was approved by Senate committee as S.5 earlier.

The AFL-CIO supports S.5 and other legislative proposals to increase the availability of child care, improve its quality, provide parental involvement and set minimum health and safety standards. The bill would also target funds to low- and moderate-income families.

The House Education & Labor Committee is handling the bill.

The AFL-CIO, which put child care on its 1989 agenda along with other pressing family needs, is joining with the National Alliance for Better Child Care in calling for an Action for Better Child Care Week Apr. 23-28.

Local unions interested in organizing or participating in child care events can contact the alliance at 122 C St. N.W., Washington, D.C. 20001, telephone 202/628-8787.

Catholic bishops endorse wage and family legislation

The U.S. Catholic Conference has called on Congress to raise the minimum wage and enact the "long overdue" Family & Medical Leave bill.

A higher minimum wage "adequate for workers to support themselves and their families in dignity" is "necessary and important," the Catholic bishops stressed.

The bishops also reiterated their support for the family leave bill, which would require employers to allow workers to take unpaid time off on the birth or adoption of a child or to care for a seriously ill family member.

Early May vote due on family leave

The House of Representatives is expected to vote on the labor backed Family & Medical Leave Act (H.R. 770) before Mothers' Day, May 14. Its Senate counterpart is S. 345.

The number of women in the labor force with children under the age of one surged from 32 percent to 52 percent in the last decade—a solid indication that increasing numbers of women are returning to their jobs soon after having a new baby.

Currently, women make up 44 percent of the workforce, and 80 percent of them are expected to become pregnant at some point during their work lives.

In the next decade two-thirds of new workers will be women. With more dual-career families, men are assuming increased responsibility for family care means, so men's need for family leave will also increase. In addition, the number of elderly dependent parents is escalating.

Many business groups are opposing this legislation, but a couple of management groups are telling them that is shortsighted.

An article in the January issue of Management Review tells executives "these statistics demonstrate that regardless of the legislation, the issue of family leave will not go away."

The article, by Margaret Meiers of Catalyst, an organization which advises corporations on women in the workforce, also points out that a federal standard would save companies time and money.

Several states already have family leave laws on the books, and last year, 33 states introduced new legislation. "The process of tracking state laws and changing policy to accommodate them is cumbersome," said Meiers.

"One human resources executive I recently spoke with complained that following and complying with state parental leave laws was consuming a significant amount of time of the company's legal staff."

The Family & Medical Leave Act would provide a national minimum leave standard: 10 weeks of family leave over two years to care for a newborn or newly adopted child, a seriously ill child or an aging parent; 13 to 15 weeks of medical leave during a one year period for an employee's own serious health condition. The legislation would guarantee these periods of unpaid leave, with the condition that any pre-existing health insurance is continued during the period of absence.

Funding for FDR memorial backed

AFL-CIO President Lane Kirkland called on Congress to appropriate funds to build a memorial to President Franklin D. Roosevelt in Washington and expressed labor's "great debt of gratitude" to the man who "proudly proclaimed his enduring belief 'in the right of workers to join unions and to protect their unions.'"

Testifying before a House Appropriations subcommittee, Kirkland recalled the various federal programs Roosevelt created, and told about the ships' officer training he received following passage of the Merchant Marine Act of 1936. During World War II, trained officers were "so scarce that I was chief mate at 21," Kirkland said.

"I will always be grateful for the faith and responsibility that my President and my country placed in me at such a tender age."

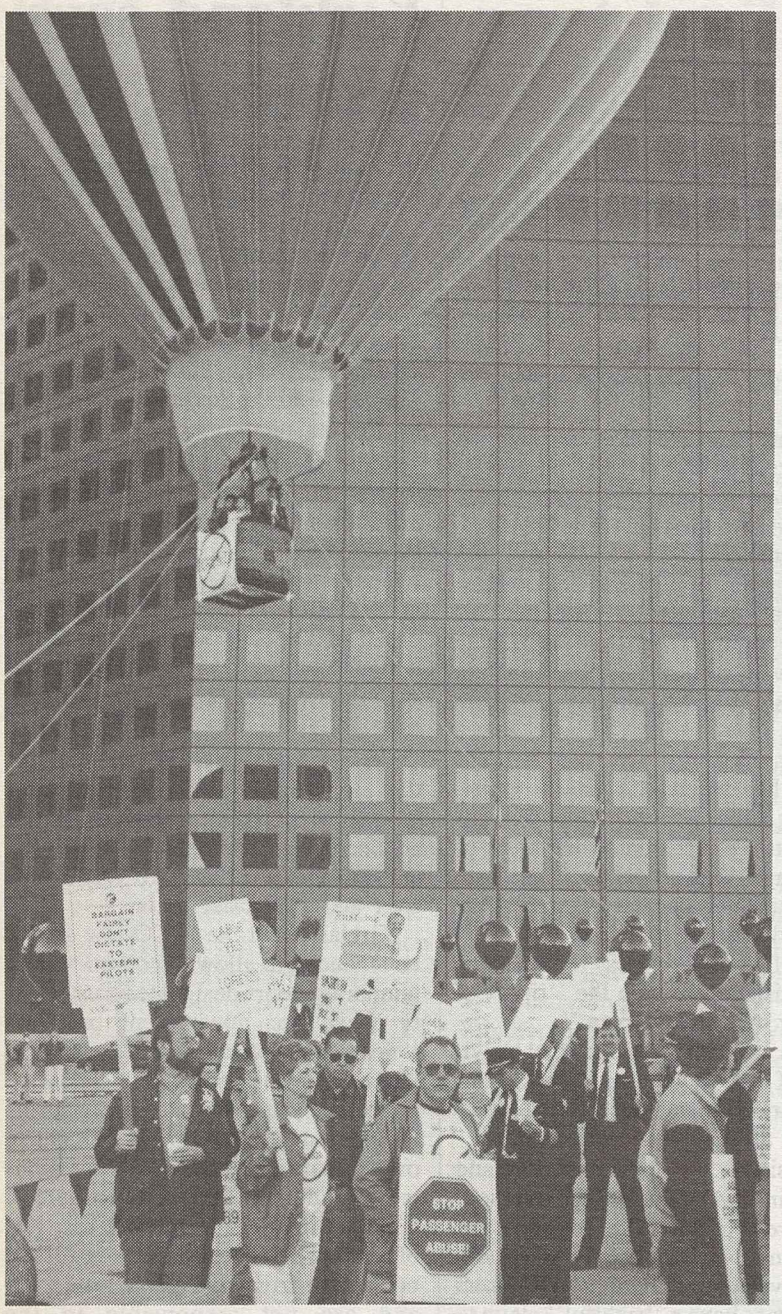
Roosevelt's "bold and creative leadership" brought the nation's economic system from the brink of collapse during the Great Depression, he said. And in World War II, the President "led the allies to total victory."

His crusade against the concentration of power and for "a more abundant life" for all Americans brought new hope to working people, Kirkland testified.

Under Roosevelt's leadership, Congress passed the National Labor Relations Act, the most significant labor law ever enacted in America, he said.

Before passage of the Social Security Act, Kirkland emphasized, many senior citizens either worked until they died, depended on their families or went to the country poorhouse. Before Roosevelt's federal highway program, most of the nation's roads were unpaved, and it was the Forest Service, Soil Conservation Service and civilian Conservation Corps—all created by Roosevelt—that helped reclaim land stripped of trees and gullied by erosion.

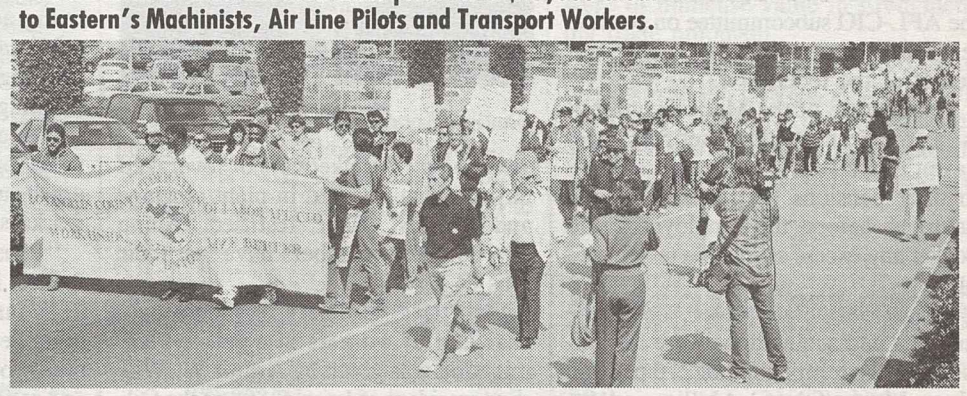
The federal Rural Electrification Administration lit the way to a better life for the millions on the farms and diseases such as pellagra, hookworm, and malaria were endemic in much of the nation until the federal Public Health Service got the funds to eliminate them.



Aerial pickets on the line outside Texas Air headquarters in Houston.



Postal Workers President Moe Biller presents a $25,000 check to Eastern's Machinists, Air Line Pilots and Transport Workers.



Some 500 Machinists and their supporters march in Los Angeles.

Support soaring for Eastern unions

Workers across the breadth of the American trade union movement are backing the Machinists in their strike against Eastern Air Lines through rallies, marches and fund-raising, turning out by the hundreds and by the thousands to send a message to Frank Lorenzo, boss of the grounded carrier.

Chanting "Hi Ho, Lorenzo must go" and other slogans, unionists have shown they understand why the Machinists, Air Line Pilots and Transport Workers must stand up to management of the Lorenzo ilk. Picketing at Eastern facilities nationwide is a daily task for the those unions, but they are often joined by other workers who show up on the line in solidarity before or after work, on weekends and at lunchtime.

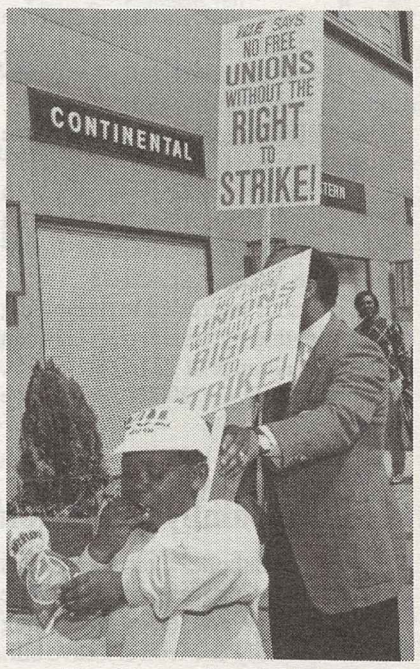
In Atlanta, more than 5,000 gathered at the IAM strike headquarters to show their support, while in Los Angeles, supporters joined in a march to the Eastern terminal. In Washington, international union staffs have joined the daily picketing at Eastern's downtown ticket office. The scene is similar at every city where the carrier has employees.



Ohio Gov. Richard Celeste dons "No Lorenzo" shirt to delight of ILGWU President Jay Mazur, left, and IUD President Howard D. Samuel.



Labor's message to Lorenzo.



Munching and marching outside Eastern ticket office in Washington.



More than 5,000 unionists attend rally for Eastern workers in Atlanta.

BARGAINING

Unions linked for coordinated talks with AT&T

CWA, IBEW pacts cover 175,000

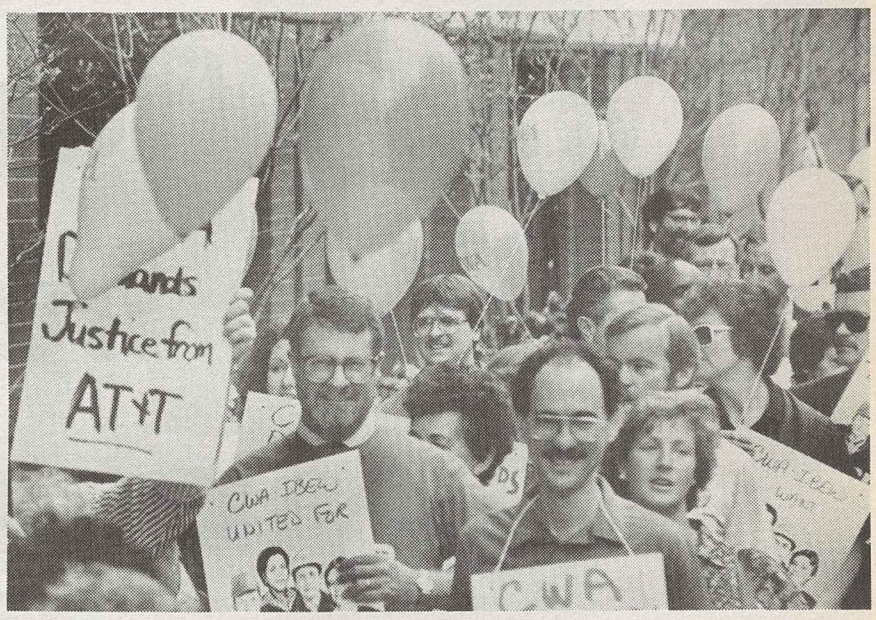
Coordinated bargaining will mark the Communications Workers and Electrical Workers negotiations with AT&T this year for new contracts covering 175,000 workers—135,000 in CWA and 40,000 in IBEW. And the Machinists reached tentative agreement with Northwest Airlines on a contract for 10,500 workers.

The CWA and IBEW opened bargaining at AT&T Apr. 5 to replace the current agreements which expire at midnight May 27. Those negotiation results, along with CWA's bargaining at GTE/West, will serve as a basis for industry settlements at the ''Baby Bells,'' the operating companies which employ more than 500,000 workers.

The unions will co-chair two national bargaining tables—one covering operations and the other manufacturing—with economic and benefit provisions being discussed at both, while separate negotiations will cover local issues.

The unions are seeking to improve job security, increase pay to make up for ground lost under the current contract, reestablish a cost-of-living provision and add health benefits covering well-baby care, long-term care and hearing COLA has not been in the contract since 1986.

Other bargaining issues will be an increase in the minimum pension benefit, reduction of early retirement penalties, improved safety language and family care provisions—including on-site day care and extended leave.



Union workers conduct informational picketing at one of many AT&T sites on the first day of bargaining for contracts covering 175,000 CWA and IBEW members.

Machinists start ratification on Northwest settlement

The Machinists, who remain on strike against Eastern Air Lines, reached a tentative agreement with Northwest Airlines on a three-year contract covering 10,500 ticket and reservation agents and clerical workers. The agreement, which is being strongly recommended by the negotiating committee for approval, is subject to a ratification that will be completed in early May.

The proposed package reportedly includes pay increases, a signing bonus, pension improvements and a new long-term disability insurance plan. The increases are described as moderate, except for those going to some 500 former Republic Airlines workers who will moved from the lower-paid B scale to the A scale. Longevity pay was also added for the former Republic employees. Medical and life insurances were improved and hospice care will now be covered. The proposed accord will expire on Apr. 30, 1992—the same date as the IAM's other contract with Northwest that covers 11,000 mechanics and baggage handlers.

CWA California members vote down GTE proposal

CWA members in a dozen California locals overwhelmingly rejected a proposal of GTE/West for a new contract for 16,000 workers. GTE/West provides telephone services for more than 2.5 million persons in California. Negotiations are continuing.

The previous agreement expired Mar. 4, but has been extended on a day-to-day basis while bargaining continues. CWA members at GTE include clerical, operators, installers, repair persons, cable splicers, equipment maintenance, service representatives and garage helpers.

The company, which has posted record profits, proposed a wage freeze the first year with a $600 signing bonus, and increases of 2.5 percent in the second and third years. Accepting the lump-sum payments in lieu of a wage rate increase would cost the workers $9 million a year over the term of the contract, the union said.

GTE also insisted on raising the annual cap on the amount employees pay out for medical care coverage from $1,090 to $3,270 for single workers, and from $1,325 to $3,975 for families.

The union said GTE could obtain comparable worker health insurance coverage for less than it now pays Travelers Insurance Co., but GTE refuses to put the health care contract out for bid. The union pointed out that as of last Sept. 30, Travelers owned more than 200,000 shares of GTE stock, and Travelers chief executive officer, Edward V. Budd, is on GTE's board of directors.

ILA wins jobs program for Atlantic, Gulf ports

The Longshoremen reached agreement with major waterfront employers on establishment of a temporary job creation program for unemployed ILA members. The program will be paid for by a levy of 30 cents a ton on all container cargo moving through ports on the Atlantic and Gulf coasts.

The program will be called Container Freight Stations and will be implemented ''as soon as practical,'' according to the agreement. The cargo levy will raise about $5 million between Apr. 15 and Sept. 30 when it expires, the union estimated. The program is intended to replace the 50-mile container rule that was struck down by the Federal Maritime Commission in 1987.

The money would be spent to subsidize wages at waterfront work sites where unemployed ILA members can find work. Where freight stations are set up, workers will pack and unpack cargo containers under conditions designed to make them cost-competitive with lower-price labor at inland warehouses.

ILA President John Bowers said he wasn't sure this would attract new work, but ''let's give it a chance.'' He said his members are accepting sweeping liberalization of traditional work rules as part of their agreement with management.

Bargaining will begin this summer for a new master contract covering ILA members in 36 ports, whose current agreement expires on Sept. 30.

USWA opens bargaining with basic steel firms

The Steelworkers have begun early bargaining with four basic steel companies—Bethlehem Steel Corp., National Steel Corp., Inland Steel Industries Inc. and Armco Inc.—to replace contracts that will expire on July 31. The union's Basic Steel Industry Conference, made up of some 400 local union presidents, set the bargaining goals in February.

Negotiations are under way with Bethlehem and National, the union said, and preliminary talks have been held with the other two steel firms. Winning wage gains is a major goal for this round of bargaining, the USWA said. ''We must address a glaring problem—our members are working in 1989 at 1982 wage rates, at best.'' Many of the basic steel producers posted record-setting profits in 1988, due to improved productivity and lower labor costs made possible by earlier concessions.

In the past six years, basic steel wages increased only 2.5 percent, the union said. Prices have risen over that period to where a 22 percent pay increase would be needed to restore the buying power of the 1982 wages. Other bargaining goals include prohibitions on contracting out, increased holidays and vacations, and re-establishment of apprenticeship and training programs.

Woodworkers strike 14 mills in Oregon

Roseburg, Ore.

Some 4,300 employees of the Oregon-based Roseburg Forest Products Co. remain on strike at the firm's 14 mills as sporadic bargaining continues with help of a mediator. The workers struck on Jan. 11 after the company implemented its final contract offer, chopping salaries by an average $1 an hour.

The Woodworkers, representing 1,200 workers at Roseburg, and the Carpenters' Western Council of Industrial Workers with 3,100 had bargained since April 1988 for a contract to replace the one that expired last June 1. The mills are located in Roseburg and Coquille, Ore., and Anderson and Red Bluff, Calif.

The unions have run radio and television ads explaining their position. Community support has been strong, boosting morale and food donations.

In 1985, Roseburg extracted concessions from its workers. A year later, the rest of the industry bargained steep concessions. Roseburg demanded a wage rollback to the industry average, but the unions instead offered a four-year contract with no increase. Roseburg then implemented its final offer that cut pay, eliminated three holidays and a week of bonus vacation.

NABET urges rejection of proposal at ABC

Los Angeles

Some 2,500 Broadcast Employees & Technicians at Capital Cities/ABC Inc. will begin voting Apr. 17 in a mail referendum on a proposed four-year contract that the union's bargaining committee unanimously recommended be rejected because more than 400 jobs could be eliminated. The referendum result will be announced May 3.

The master agreement covers 19 separate units, the union said. The proposal was presented to union members at meetings held in Washington, Chicago, New York and Hollywood, Calif.

The package, proposed in the first full session of bargaining between Capital Cities since it took over ABC, would freeze wages in the first and fourth years and provide a 3 percent increase in each of the middle two years. A lump-sum bonus of 5 percent of annual scale wages would be paid in the final year and a ratification bonus of 10 percent would be paid immediately. The union said it considers the ratification bonus the company's attempt to ''buy a contract.''

The negotiating committee, in a letter to the members, said that the proposal's guarantee of jobs for three years has many loopholes and escape clauses for the company. ''By the fourth year of the contract, we could easily lose 400 jobs,'' the committee said, with 100 to 125 radio positions being lost immediately upon ratification.

The proposal would split the seniority roster, require higher medical insurance co-payments and reduce the company's pension fund contribution from 10 percent to 9.25 percent.

FOCUS

Wage floor sags under burden of 8 years of neglect

By David L. Perlman

For more than half a century, the minimum wage law has been the ultimate safety net for working Americans. But it has been badly frayed by eight years of neglect. The gap between the federal minimum wage and a living wage has never been wider.

This isn't the first time that emergency repairs have been needed, nor will it be the last. So long as Congress shuns automatic increases indexed to changes in wage levels, periodic catch-up raises are necessary.

They usually come too late; sometimes they are also too little.

But not since Congress passed the Fair Labor Standards Act in response to President Franklin D. Roosevelt's call for "a floor below wages, a ceiling over hours" has so long elapsed between raises.

Congress last updated the wage-hour law in 1977. The final step in that legislation was in January 1981, at the dawn of the Reagan Administration. That's when the wage floor reached its current level of $3.35 an hour.

It has been stuck there ever since—in dollars and cents. But in buying power, it wasn't stuck; it was sinking. In terms of food, clothing and rent, minimum wage workers who can least afford it have taken a steep pay cut.

If the minimum wage had kept up with inflation or even stayed close to its past pattern of one-half of average hourly earnings, it would be more than $4.60 an hour. And fewer working Americans would be living in poverty.

At today's minimum wage, a full time worker would make about $6,700—about $1,158 less than it takes for a single parent with one child to escape the poverty level. A shocking 20 percent of all the people living in Connecticut shelters for the homeless work full time.

Until the 1980s, presidents of both parties had acknowledged a commitment to maintain the value of the minimum wage. While there were always differences over the amount and timing of increases, and especially over coverage, the minimum stayed close to a benchmark of 50 percent of average private-sector, non-supervisory wages.

Ideological standoff

But ideology so completely took over in the Reagan years that the concept of the Fair Labor Standards Act was seriously challenged for the first time since the New Deal era.

Recognizing that Congress wouldn't be willing to repeal the wage-hour law, the Reagan White House countered with a proposal for a subminimum youth wage—in effect, a two-tier wage system for the same job.

The result was a stalemate. Congress didn't adopt a two-tier wage structure. But despite approval from House and Senate committees, neither did it raise the minimum wage. The closest it came was in the final days of the last Congress when a Republican filibuster in the Senate killed hope of action.

Meanwhile, the $3.35 wage rate had so shrunk in value that in many areas even the lowest-paying employers had to edge above the minimum to get workers. So urgent is the need that a growing number of states are moving ahead of the federal government in setting a floor under worker pay.

Until the mid-1980s, states enacted minimum wage laws only to give some protection to workers excluded from coverage under the federal Fair Labor Standards Act, because of the nature of their work or place of employment. Some states matched the federal wage floor; many set lower levels.

But a dozen states and the District of Columbia have now moved above the $3.35 level, in eight cases above the $4 mark. That's not the answer, however. State legislatures are under heavy business pressures not to provide a higher level of worker protection than other states. That's why the federal wage-hour law was passed in the first place.

For half a century, the same tired arguments have been dusted off by opponents of a minimum wage increase. A higher minimum wage will price low-skilled workers out of jobs, opponents claim. Small firms, especially, can't afford to pay employees "more than they are worth." The claim that young workers, especially minorities, will be pushed out of jobs is repeatedly made despite a lack of evidence to support it.

But the opponents of a fair wage have cried wolf too often. The dire events they always predict just don't take place.

The most detailed study of the relationship between the minimum wage and employment was conducted by a blue-ribbon commission established by Congress when it last adjusted the pay floor.

Its 1981 report concluded that past increases in the minimum had a barely measurable impact on teen-age employment and no observable effect on adult jobs. In fact, most minimum wage increases have been accompanied by a spurt in employment.

President Bush's proposal was to raise the wage floor in three annual steps to $4.25—an amount far below what is needed to restore the lost buying power of the minimum wage over the past eight years. More devastating than the low dollar figure was the Administration proposal to allow employers to pay any newly-hired worker 20 percent less than the minimum wage for six months.

The Administration called it a "training wage," but it requires no training. It subjects a young person who has never worked before, a fully experienced worker changing jobs and an older worker victimized by a plant closing to the same subminimum pay level.

The end of the minimum wage as we know it

President Bush's proposal that employers be allowed to pay any new employee less than the minimum wage for the first six months on the job would mean that the nation no longer has a federal minimum wage law.

Sen. Bob Graham (D-Fla.) said it best: "When I look at the President's proposal, it is not six months; it is potentially forever because a person could stay on that training wage time after time after time." The day workers pictured on the next page—from Graham's state, by coincidence—are human proof of his point.

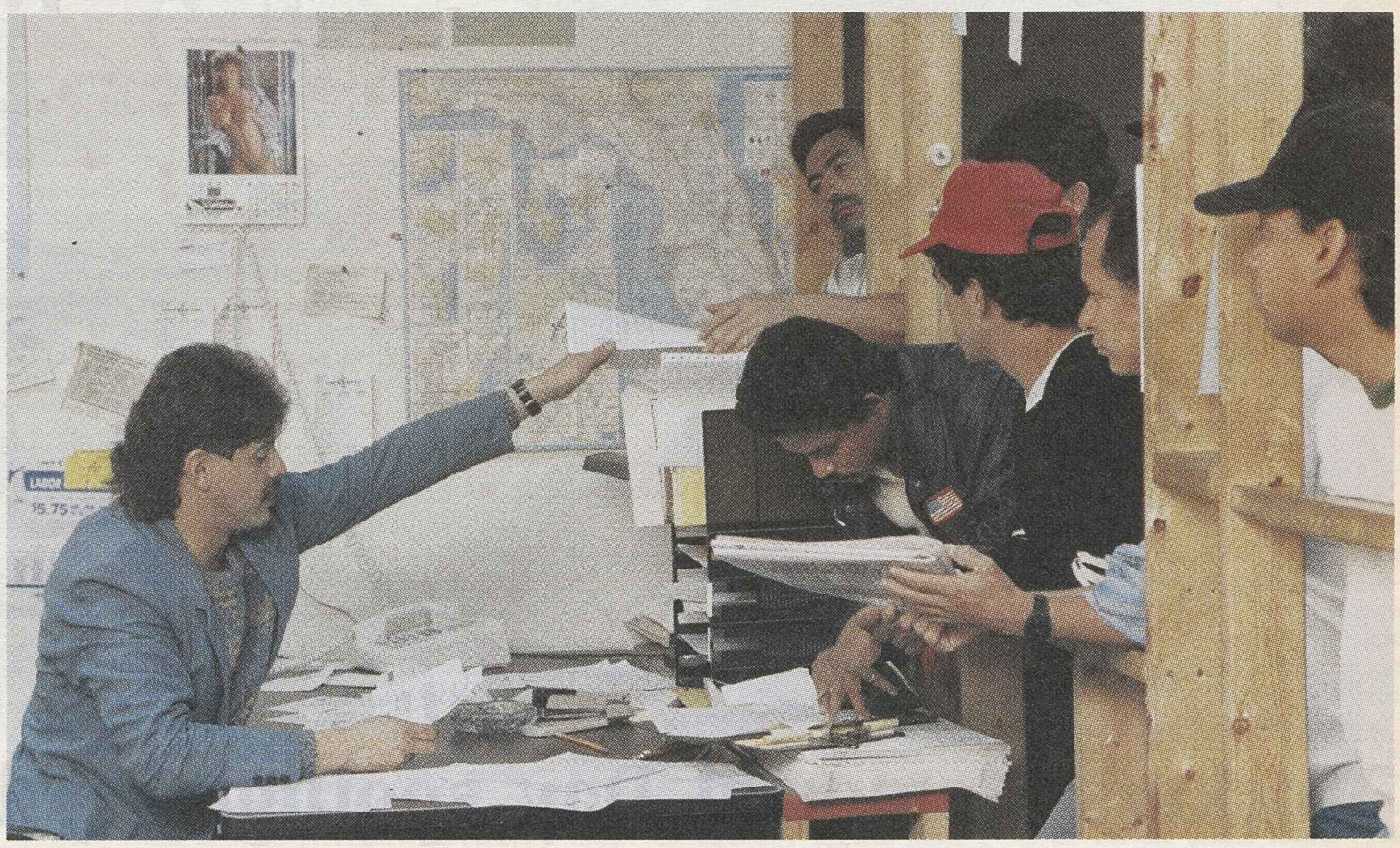
Under the Bush proposal, any worker, regardless of previous experience, who goes to work for a new employer could be paid a subminimum rate of 80 percent of the minimum wage for six months. When the minimum wage goes to $4.25, this worker's pay would be only $3.40 an hour, essentially unchanged from the 1981 rate. For such workers, the Bush proposal would effectively destroy the minimum wage as we know it: the subminimum rate becomes the pay standard.

There is no requirement for training nor any other obligation on the employer. In some jobs with multiple employers, like migratory farm work, the worker could never attain the minimum wage.

In contrast, such workers are protected by the proposal that passed the House and Senate, which limits the training wage to the first 60 days of work experience for the individual. That's totally different than allowing an employer to pay a subminimum to every new hire.

The congressional version provides for a subminimum of 85 percent of the minimum wage, but only for a worker without 60 days of previous work experience.

"The proponents of the minimum wage bill had been prepared to bargain but there was no one to bargain with."



At this day-labor employment agency in Miami, job slips direct workers to minimum wage work. Below are some of the jobs filled by the day workers—dirty, often hazardous, paying $3.35 an hour with no benefits.

One would be hard put to come up with an example of a minimum wage occupation that requires six months of training. But since minimum wage jobs are traditionally bottom-of-the ladder, with high turnover rates, one can easily conceive of a low-wage employer who pays most of his workforce less than the minimum.

Most startling of all, the word from the White House was a blunt "take-it-or-leave-it." Congress was told that this was the first and last offer. No compromise. Any deviation from the Administration bill would be vetoed. "Read the President's lips."

That isn't the way legislation is passed. It wasn't the way the original Fair Labor Standards Act was passed in 1938, nor was it the way the six subsequent amendments to the law were adopted.

The proponents of the minimum wage bill had been prepared to bargain, but there was no one to bargain with. So they took the unusual step of unilateral concessions in an effort to build a bipartisan consensus.

As first the House and then the Senate agreed, the final step of the minimum wage increase in the bill Congress will send to the President will be $4.55 instead of the the $5.05 an hour in legislation introduced in the last Congress, or $4.65 that had been approved by congressional committees.

And in a major compromise, employers will be allowed to pay a "training wage" of 85 percent of the minimum for 60 days—but only to workers with no previous job experience. In a move to defuse arguments over so-called "mom and pop" enterprises, the concessions included raising the dollar volume test to determine whether businesses are covered by the wage-hour law.

Consensus bill

By any reasonable standards, considering the magnitude of the catch-up needed, the final legislation is as close to a consensus as Congress is likely to achieve.

At House hearings in the last Congress, AFL-CIO President Lane Kirkland termed failure to adjust the minimum wage a cause of poverty in America and "a moral and ethical issue" for the nation.

A majority of minimum wage workers are adult women, Kirkland noted, many of them the sole support of children.

"Two-thirds of the 600,000 women who maintain families and work at the minimum wage are in poverty," Kirkland testified. "Three-quarters of black women heading households and working at the minimum wage live in poverty."

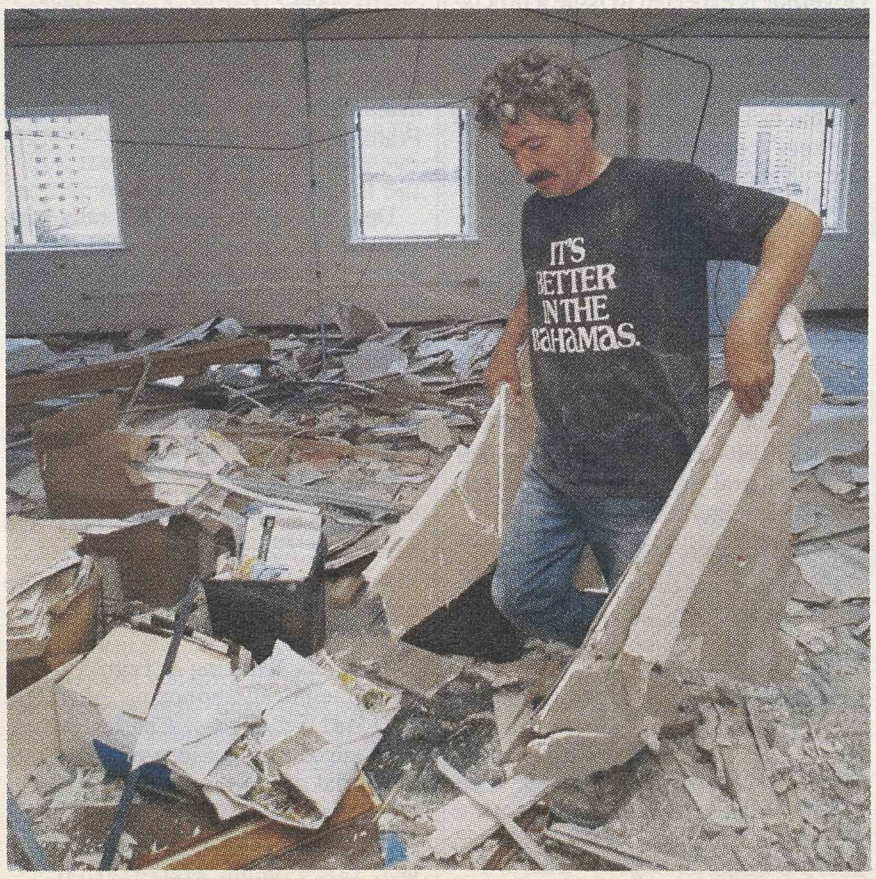
The moral case for the minimum wage was made most eloquently by President Franklin D. Roosevelt in 1937, in his second inaugural address.

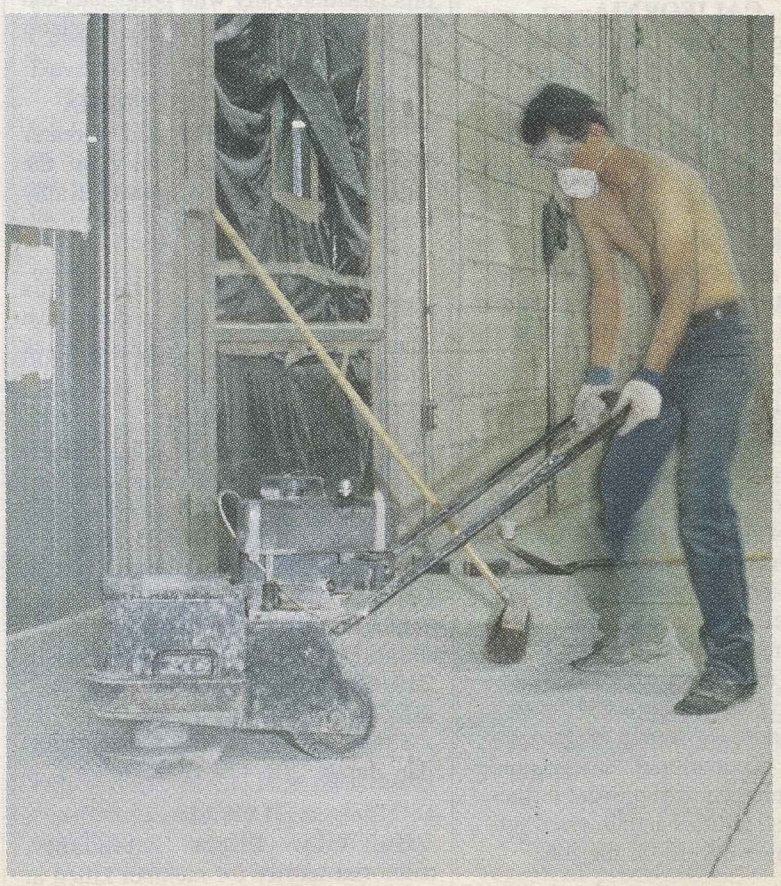
"The test of our progress," he said then, "is not whether we add more to the abundance of those who have much, it is whether we provide enough for those who have too little."

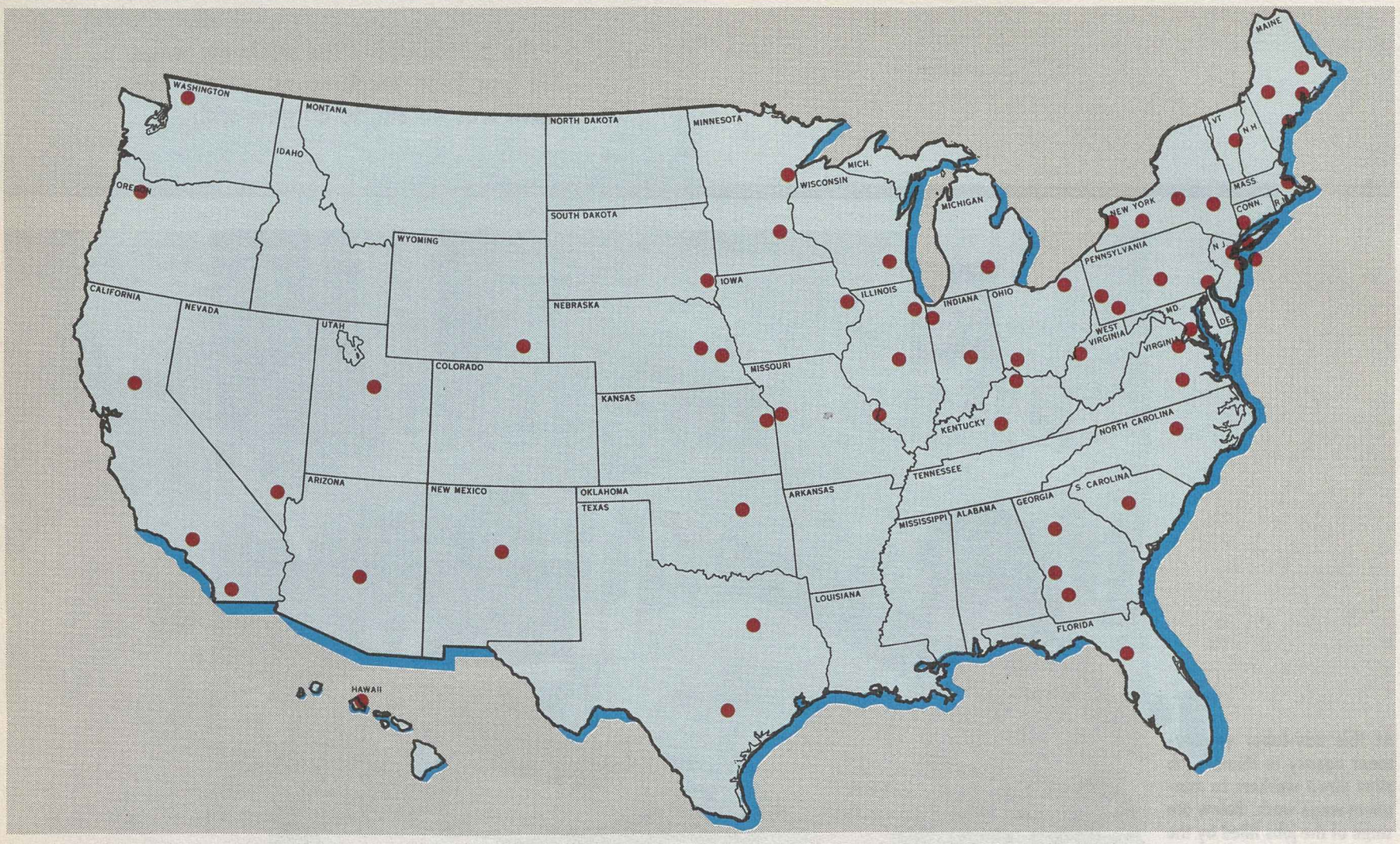
But even with a president as popular as FDR, it wasn't easy to overcome employer opposition. In 1938, a minimum wage bill was kept from the House floor by a conservative-dominated Rules Committee until a majority of House members signed a discharge petition.

Ironically, at a time of budget crisis, the Bush Administration's hostility to an adequate increase in the minimum wage would shift responsibility for a living wage from employers to taxpayers.

Any realistic assessment of the economic impact of the minimum wage has to begin with the savings in welfare costs and the increase in tax revenues when the lowest-paid workers earn enough to meet their normal living expenses. When a minimum wage is no longer a living wage, we all suffer.







Workers Memorial Day spotlights job safety

April 28 events across nation to honor victims of workplace disasters

Trade unionists, joined by elected officials, clergy and others, will observe the first Workers Memorial Day on Apr. 28 in services, rallies, marches and other events across the nation.

AFL-CIO President Lane Kirkland will be at a rally and memorial service in Kansas City, where six Fire Fighters died in in an explosion at a construction in November 1988. Sec.-Treas. Thomas R. Donahue will be in New York City. State and local AFL-CIOs and local unions at locations around the country are observing the day with a variety of activities.

Events reported so far:

ARIZONA

Phoenix: Central Arizona AFL-CIO; rally at State Capitol and mayoral proclamation. Contact: Maureen LaPointe, 602/254-3966.

CALIFORNIA

Los Angeles: Los Angeles AFL-CIO; rally at downtown Pershing Square, 1-2 p.m. with union leaders, elected officials and victims, wearing of black ribbons and a petition on ways to improve Cal/OSHA. Contact: Ernie Vega, 213/380-9153.

San Diego: San Diego & Imperial Counties AFL-CIO; public ceremony, proclamation, radio spots for moment of silence at 2 p.m., planting of a tree or donation of park bench as annual event to honor a fallen worker. Also a luncheon with speakers, black armbands, etc. Contact: Joe Francis, 619/283-5411.

Sacramento: Jobs with Justice; rally at noon with elected officials, clergy and union leaders, and rollcall of the names of the workers killed in California last year. Contact: Bill Campagna, 916/442-3599.

CONNECTICUT

Bridgeport: AFL-CIO and Connecticut AFL-CIO; memorial service at L'Ambiance Memorial in Bridgeport City Hall. Speakers include union leaders and elected officials. Contact: Roger Clayman, 203/527-8717.

Waterbury: Waterbury AFL-CIO; Op-ed article, leaflets, cable show, balloons with names of workers killed on the job, black ribbons, radio show, proclamation, rally with politicians and clergy, flags at half mast. Contact: Steve Shrag, 203/574-7966.

DISTRICT OF COLUMBIA

Washington: BCTD and Greater Washington AFL-CIO; rally on the Labor Dept. steps. Contact: Kathy McKirchy, 202/626-0620.

FLORIDA

Gainesville: North Central Florida AFL-CIO; memorial rally at downtown square, 5:30-6 p.m. Contact: Rick Trachsel, 904/372-6888.

GEORGIA

Atlanta: Georgia AFL-CIO; gubernatorial and mayoral proclamations with a press conference and rally. Contact: Richard Ray, 404/525-3559.

Buena Vista: Retail, Wholesale & Dept. Store Union; rally at plant gate emphasizing repetitive motion trauma. Contact: Stewart Appelbaum, 212/684-5300, or Jamie Cohen, 202/737-7200.

Columbus: AFSCME; Contact: Jordan Barab, 202/429-1232.

HAWAII

Honolulu: Flight Attendants; memorial service for member killed in the Aloha Airline accident. Contact: Cindy Yeast, 202/328-5400.

ILLINOIS

Bloomington: Bloomington & Normal AFL-CIO; service at 4:30 p.m. with roll call of workers who died from exposure to asbestos at site of UNARCO plant, now the old Railroad Repair Shop buildings. Contact: Mike Matejka, 309/828-4368.

Chicago: Chicago AFL-CIO; memorial service with singers, speakers and ministers. Contact: Don Turner, 312/222-1000.

INDIANA

East Chicago: USWA District 31; march and vigil, service at Local 1010 union hall, mayoral proclamation at the front of city hall. Contact: Stafford Garbutt, 219/398-2051.

Indianapolis: Indiana AFL-CIO; Governor is expected to issue a proclamation. News conference with victims and members of their families. Linked to the adjournment of the legislature, and the fact that no action was taken on workers' compensation reform. Contact: Nancy McCormick, 317/632-9147.

IOWA

Dubuque: Dubuque AFL-CIO; radio talk show and moment of silence. Contact: Francis Giunta, 319/556-5236.

KANSAS

Kansas City: Eastern Kansas Tri-County AFL-CIO; flags flown at half mast, mayoral proclamation. Contact: Morris Eastland, 913/371-7017.

KENTUCKY

Frankfurt: Kentucky AFL-CIO; gubernatorial proclamation. Contact: Terry Turner, 502/695-6172.

Covington: Northern Kentucky AFL-CIO; rally. Contact: Phyllis Price, 606/525-7082.

MAINE

Bath: Maine AFL-CIO; rally at the shipyard. Contact: Ed Schlick, 207/947-0006.

Bangor and Portland: Maine AFL-CIO; proclamation in legislature, noon press conference. Contact: Ed Schlick, 207/947-0006.

Rumford: Carpenters; rally at 6 p.m. at the Mexican High School with politicians, union members and organizers. Concerns the hazards in the Boise Cascade paper mills. Contact: Steve Perry, 401/783-5985.

MARYLAND

Baltimore: AFSCME District Council 61; dedication of a plaque to workers killed on the job. Contact: Jordan Barab, 202/429-1232.

MASSACHUSETTS

Boston: MassCOSH; Speakout at State House with victims and widows about the state of job safety and health in Massachusetts. Contact: Nancy Lessin, 617/247-3456.

MICHIGAN

Lansing: Michigan AFL-CIO and UAW; march and rally followed by a health and safety conference. Contact: Frank Mirer, 313/926-5566.

MINNESOTA

Duluth: Duluth AFL-CIO; rally with legislators, politicians and labor leaders. Mayoral and gubenatorial proclamations. Contact: Mary Rosenthal, 218/724-1413.

St. Paul/Minneapolis: Minnesota AFL-CIO; radio ads with Union YES spot. Moment of silence. Contact: Ron Cohen, 612/227-7647.

MISSOURI

Kansas City: AFL-CIO; rally and service at noon with Lane Kirkland, moment of silence, proclamation before city council. Contact: Harry Helser, 913/357-0396.

St. Louis: Clothing & Textile Workers; memorial honoring the late ACTWU Sec.-Treas. Charles Sallee, who introduced the idea of a workers memorial day to the standing committee of the AFL-CIO Executive Council on Occupational Safety & Health. Contact: Eric Frumin, 212/242-0700.

Memorial tribute

A House joint resolution has been introduced by Rep. Bruce Vento (D-Minn.) to designate Apr. 28 as Workers Memorial Day "in tribute to those workers who have lost their lives because of workplace injuries and illnesses."

The resolution called on Congress to "rededicate itself through appropriate legislation to strengthening occupational safety and health protection to prevent further fatalities, injuries and illnesses suffered by workers on the job."

Hospital bargaining unit policy stays on track

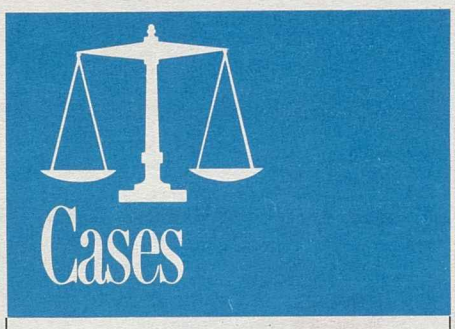
The National Labor Relations Board voted to move ahead with its union-endorsed proposal to allow up to eight separate bargaining units at acute care hospitals.

Hospital managements, concerned that union representation of a segment of the workforce could prove contagious, had pressed for tighter limits on collective bargaining choices. The NLRB has see-sawed on the issue, with contradictory rulings reflecting the changing membership of the labor board.

It has now come full circle from a 1984 decision siding with management in a case involving a unit of 43 maintenance workers at St. Francis Hospital in Memphis, Tenn. That was when a board transformed by President Reagan's first group of appointees reversed the NLRB's earlier position.

But an appellate court said the NLRB hadn't met its obligation to justify scrapping the former policy of allowing any group of workers with a ''community of interest'' to form a bargaining unit.

The labor board then decided to adopt policy guidelines that would reduce the need for case-by-case scrutiny of each petition for bargaining rights. Its first tentative proposal had serious flaws, but a later version established the principles that the board has now adopted by a 4-1 vote. None of the NLRB's present members were on the 1984 board that took the management position.

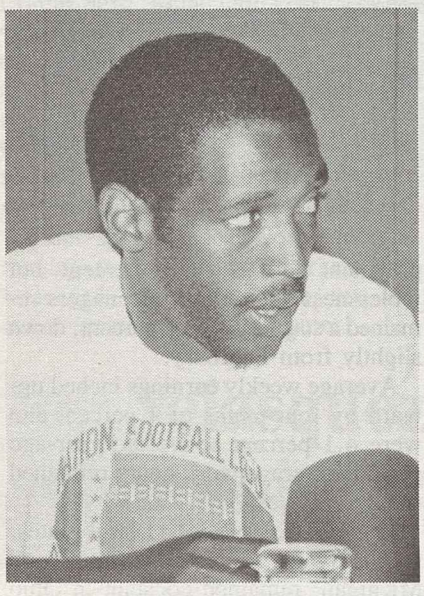


In practice, the number of bargaining units will normally be less than the eight allowed. A union will be able to seek representation rights for a combined unit, except for guards where a separate unit is required by law. But the decision on the number of bargaining units, within the parameters of the new NLRB policy, will be made by the workers and their unions.

When the new policy is made final, probably in June, the following hospital bargaining units will be allowed:

1. Registered nurses; 2. physicians; 3. all other professionals; 4. technical employees; 5. skilled maintenance workers; 6. office and clerical employees; 7. all other non-professional employees; 8. guards.

The labor board said hospitals can seek an exception to the rule if a union seeks a unit of only a few people. But it will set a cutoff number later. Bargaining units at other health care institutions, including nursing homes and psychiatric hospitals, will continue to be set on a case-by-case basis.



Sam McCullum

NLRB's late call backs McCullum

The whistle finally blew against the Seattle Seahawks as the National Labor Relations Board ordered the football team owner to reinstate wide receiver Sam McCullum with backpay.

But it was a late call—about six years late, AFL-CIO Vice President Gene Upshaw said. Upshaw is executive director of McCullum's union, the National Football League Players Association, as well as president of the Federation of Professional Athletes.

Rep. Tom Lantos (D-Calif.), chairman of a House Government Operations Committee that has been keeping tabs of the NLRB's performance, suggested that penalty yardage about the length of several football fields should be stepped off against the board for its ''outrageous delay of justice.''

A three-member panel of the NLRB voted 2-1 to accept the finding of an administrative law judge back in 1983 that the Seahawk released McCullum just before the 1982 football strike because he was too strong a union advocate, not because he was too weak a player.

Hearing records show that management was especially angered when McCullum refused to back down from the union's plan for a ''solidarity handshake'' with opposing players at the start of an exhibition game.

McCullum was picked up by the Minnesota Vikings towards the end of the strike-shortened season and played with them the following year. But he missed out on playoff money he would have received as a Seahawk. And the message went out to other players that if you get in trouble by being out front as a union member, don't hold your breath waiting for the NLRB to set matters right.

Nearly three years ago, the NLRB replied to a union protest at the delay with a form letter promising a decision ''in the not too distant future.'' An NLRB spokesman said the case slipped through the cracks in a period when the board was often shorthanded.

The union has called on the Seahawks management to work out with McCullum a settlement that would comply with the reinstatement and pay order.

NEBRASKA

Freemont: Food & Commercial Workers; memorial service to honor worker killed at nonunion meatpacking plant. Contact: Pam Nelson, 402/721-0429.

Omaha: AFL-CIO; rally from 12:30-2 p.m. with elected officials, religious leaders and union leaders. Contact: Pat Jones, 402/734-1300.

NEVADA

Henderson/Las Vegas: AFL-CIO, Nevada AFL-CIO, Steelworkers; noon press conference and evening rally at IBEW Local 357 where state and congressional representatives, union officials and religious leaders will speak. Contact: Scott Courtney, Claude Evans, 702/438-2112, 702/882-7490.

NEW JERSEY

Hackensack: Industrial Union Council of New Jersey, Bergen County AFL-CIO; memorial service and rally supporting New Jersey's Right to Act Bill. Contact: Ed Purtill, 201/489-5457.

Newark: Longshoremen; memorial mass. Contact: Joe Leonard, 212/425-1200.

Plainfield and Elizabeth: Union County Division of Social Services; moment of silence and prayer at 2 p.m. Contact: Jacqueline Hardy-Casey, 201/754-8060.

Wall: CWA Local 1001; moment of silence at 2 p.m. and the wearing of black armbands. Contact: Joan Seeburg, 201/723-0543.

NEW MEXICO

Albuquerque: AFSCME Local 413; full week of activities including educational workshop, flags flown at half mast, press conference. Contact: Jordan Barab, 202/429-1232.

NEW YORK

Contact: Desmond Dodd for all New York events, 212/777-6040.

Albany: New York AFL-CIO; proclamation and tolling of bells in several cities throughout the state. Ceremony at Empire State Plaza at noon with union leaders and Gov. Mario Cuomo.

Buffalo: Ecumenical Service at St. Joseph's Cathedral at 10:30 a.m.

New York City: AFL-CIO Sec.-Treas. Thomas R. Donahue at a rally at the site of the Triangle Shirtwaist factory fire from noon to 2 p.m.

New York City: Longshoremen; a memorial mass on a Brooklyn pier. Contact: Joe Leonard, 212/425-1200.

Niagara/Orleans: Dedication of memorial plaque at UAW Local 686 Hall.

Rochester: Service in Highland Park with unveiling of memorial stone and reading of victims' names at 4:30 p.m.

Utica: Food & Commercial Workers; week-long activities on job health and safety. Contact: Joe Tierno, 315/797-9600.

NORTH CAROLINA

Raleigh: North Carolina AFL-CIO; press conference at legislature, wearing of black armbands. Contact: Chris Scott or James Andrews, 919/833-6678.

OHIO

Cincinnati: Rally for Friday afternoon at Stricker's Grove Hall in Ross with AFL-CIO OSHA committee chairman Lynn Williams. Contact: Dan Radford, 513/421-1846.

Cleveland: Cleveland AFL-CIO; assemble at downtown cathedral for a memorial service, followed by a march to Willard Park. Contact: Charles Pinzone, 216/881-7200.

OKLAHOMA

Tulsa: AFSCME Local 1180; memorial service at sewage treatment plant where two workers were killed. Contact: Jordan Barab, 202/429-1232.

OREGON

Portland: Oregon AFL-CIO; Governor will sign a proclamation for injured workers, followed up by lobbying on Apr. 28 by 100-200 people on workers' compensation. Possibly flags will be flown at half mast and there will be a moment of silence. Contact: Steve Socotch, 503/224-3169.

PENNSYLVANIA

Aliquippa: Beaver County AFL-CIO; part of the program at the Spring legislative dinner will be dedicated to Workers Memorial Day. Contact: George Derbaum, 412/775-0969.

Harrisburg: Pennsylvania AFL-CIO; rally and procession to Susquehanna River with a flower for each of the 276 workers who were killed last year. Proclamation and speech by Governor Casey. Flags at half mast. Contact: Dave Wilderman, 717/238-8361.

Philadelphia: Pennsylvania AFL-CIO; march to park with a dedication of a tree to fire fighters killed on the job. Tolling of the bells at 2 p.m. Contact: Jim Moran, 215/386-7000.

Pittsburgh: Steelworkers; reception in union hall with state representatives at 2 p.m. Display and presentation. Memorial included in local church services. Contact: Paul Falkowski, 412/562-2400.

SOUTH CAROLINA

Columbia: South Carolina AFL-CIO; gubenatorial proclamation. Contact: Mary Lou Richardson, 803/798-9791.

SOUTH DAKOTA

Sioux Falls: Sioux Falls AFL-CIO; Mayoral proclamation and flags flown at half mast. Contact: Ralph Morris or Steve Lofswold, 605/338-3091.

TEXAS

Austin: AFL-CIO, Texas AFL-CIO; rally at the Capitol to push for workers' compensation reform legislation. Contact: Willie Chapman, 512/477-6195.

Fort Worth: Tarrant County AFL-CIO; memorial service at 2 p.m. at the construction site of the new county jail where at a nonunion construction site an immigrant worker was killed. Contact: Don Looney, 817/284-1461.

UTAH

Salt Lake City: Utah AFL-CIO; press conference with newly formed support group, ''The Injured Workers Association of Utah,'' which will focus on workers' compensation reform. Contact: Ed Mayne or Dave Dickman, 801/972-2771.

VERMONT

Barre: Vermont AFL-CIO; memorial service with clergy, local officials and labor leaders. Governor's proclamation. Contact: Tom Belleville, 802/223-5229.

VIRGINIA

Richmond: Virginia AFL-CIO; vigil at 10 a.m. with clergy and elected officials reading a list of names of 300 workers who have been killed. Contact: Scott Reynolds, 804/355-7444.

WASHINGTON

Bellingham: Whatcom County AFL-CIO; proclamation, press conference, radio public service announcements. Contact: Lori Province, 206/671-1195.

WEST VIRGINIA

Willow Island: Parkersburg AFL-CIO, West Virginia AFL-CIO; memorial service at the site of the cooling tower which collapsed in 1978 killing 58 workers. Contact: John Seufler, 304/428-8765.

WISCONSIN

Milwaukee: Milwaukee AFL-CIO; proclamation, black ribbons, moment of silence. Contact: Daniel Welch, 414/771-7070.

WYOMING

Cheyenne: Wyoming AFL-CIO; gubenatorial proclamation.

Data

12 million still hunt needed jobs

Nearly 12 million people are trapped in total or partial unemployment despite a March drop in joblessness to 5 percent.

The Bureau of Labor Statistics said unemployment edged downward one-tenth of 1 percent last month, with the number of jobless still above the 6 million mark. Another 5 million persons employed only part-time were seeking full-work. The number of discouraged workers dipped to an annual rate of 855,000 in the first quarter—down 100,000 over the October-December 1988 period. The "real" jobless rate—the total of discouraged, underemployed and unemployed workers—hit 9.6 percent. But black workers accounted for 3 out of 10 discouraged workers, three times their representation in the working age population, BLS said.

The Labor Dept.'s establishment survey showed an employment increase of 180,000, with almost all the new jobs created in health care, restaurant and retail services. Factory jobs grew by a scant 18,000—on the heels of an 11,000 falloff the previous month—and construction employment dropped 50,000, following a February decline of 22,000.

The March slowdown in job growth followed payroll gains of 424,000 in January and 280,000 in February.

While total employment has expanded by about 17 million jobs over the past 10 years, more than 1.2 million manufacturing and 236,000 mining jobs have been lost and have been replaced with lower-wage retail and service jobs.

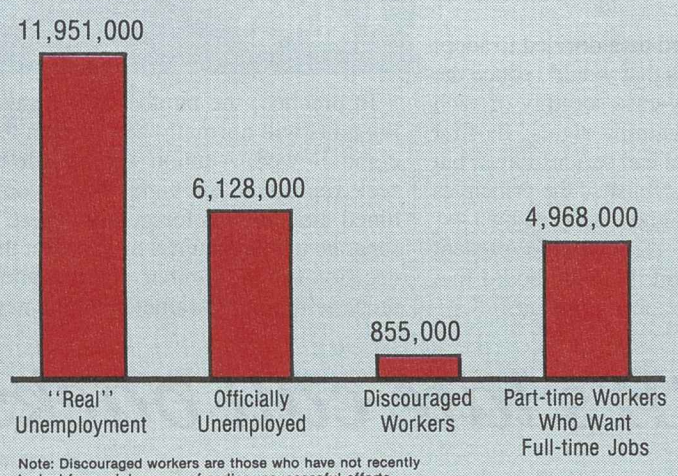
AFL-CIO chief economist Rudy Oswald pointed out that overall unemployment levels—especially among minority workers—are still far above the full employment goals adopted by Congress in 1978. The March report "was not good news in terms of what the economy needs to provide job opportunities for the people who really want to work," he said. Some states have reduced joblessness to the 4-percent range, Oswald added, calling that accomplishment "an achievable goal that needs to be extended."

Black joblessness dropped 1 percent to 10.9 percent and Hispanic unemployment fell three-tenths of 1 percent to 6.5 percent. Joblessness among women has remained stagnant over the past several months at 4.6 percent while male unemployment declined three-tenths of 1 percent to 4.2 percent. Teenage unemployment fell to 13.7 percent but joblessness among black teenagers remained a staggering 31.6 percent, down slightly from February.

Average weekly earnings inched upward by four-tenths of 1 percent and were 4.1 percent above the year-ago period. Average work hours remained steady at 34.6 hours.

In the BLS survey of 11 large states, unemployment increased in Illinois and Michigan, remained constant in Ohio and declined in California, Florida, Massachusetts, New Jersey, New York, North Carolina, Pennsylvania and Texas.

The Unemployed and Underemployed



Note: Discouraged workers are those who have not recently looked for work because of earlier unsuccessful efforts.

Source: Bureau of Labor Statistics

Statistics at a glance

Unemployment	March 1988%	February 1989%	March 1989%
Jobless Rate (Official)	5.6	5.1	5.0
Men (20 and Over)	4.9	4.5	4.2
Women (20 and Over)	4.9	4.5	4.6
Teenagers	16.4	14.8	13.7
Unemployed receiving jobless benefits	38.1	38.1	40.4
"Real" Jobless Rate	10.8	9.8	9.6

Employment	Payroll Employment in Mar. '89	Change Since Feb. '89	Change Since Mar. '88
All Industries except agriculture	108,525,000	180,000	3,505,000
Construction	5,466,000	-49,000	274,000
Manufacturing	19,800,000	18,000	395,000
Retail & Wholesale Trade	26,076,000	101,000	965,000
Services	26,376,000	108,000	1,298,000
Government	17,360,000	3,000	310,000

Return to kitchen sweatshops assailed at regional hearings

New York union, industry and public officials called on the Labor Dept. to withdraw a Reagan Administration proposal that would allow women's garments to be manufactured in kitchen sweatshops and make it almost impossible to enforce minimum wage, child labor and occupational health laws.

None of the witnesses during two days of Labor Dept. field hearings had anything good to say about the attempt to lift the last of the industrial homework restrictions that were imposed 47 years ago to stamp out a recognized social evil.

"Legalized industrial homework will mean a return to unchecked exploitation of desperate immigrant workers," Ladies' Garment Workers Presidednt Jay Mazur warned. It would turn back the clock "to a meaner, more brutal America which all of us long ago hoped we would not see again."

The Labor Dept. proposal would rely on certification of employers to assure that federal laws are not violated. But Mazur said the department's limited resources and inability to verify records would prevent effective enforcement.

New York State Attorney Gen. Robert Abrams and Pennsylvania Labor & Industry Sec. Harris Wofford were among public officials assailing the homework proposal.

The executive director of an employers' association spoke of the unfair competition to legitimate businesses, and a leading pediatrician testified to the hazards children would be exposed to in their homes.

Illegal homework is already a blight in the garment industry, and with Mazur at the hearings were two women who told their own stories of exploitation.

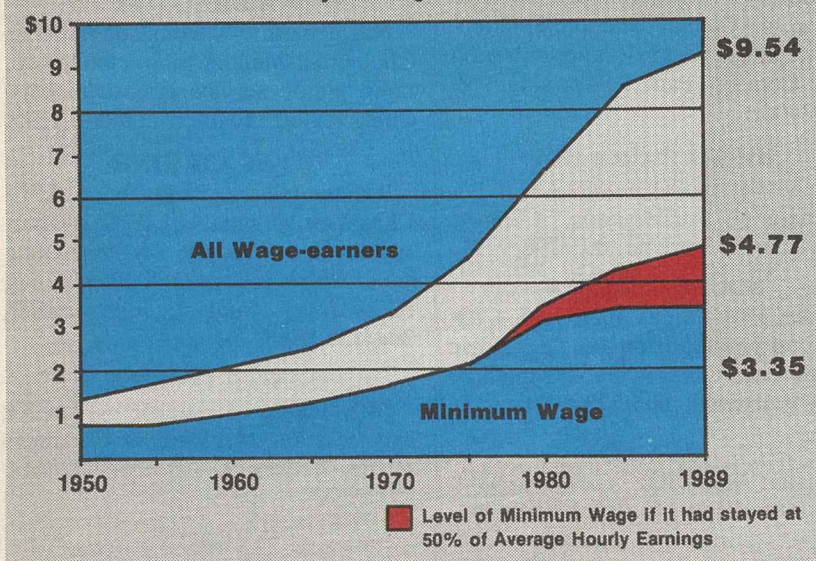
Ana Benscombe, an immigrant from the Dominican Republic, testified that she would take work from her factory job back to her Bronx apartment and work until 3 a.m. to earn additional money on a piecework formula that yielded less than $2 an hour.

Michelle Snyder of Terre Hill, Pa., also brought work home and even with some help from her eight and nine-year-old children only earned $64.28 for 50 hours of home work.

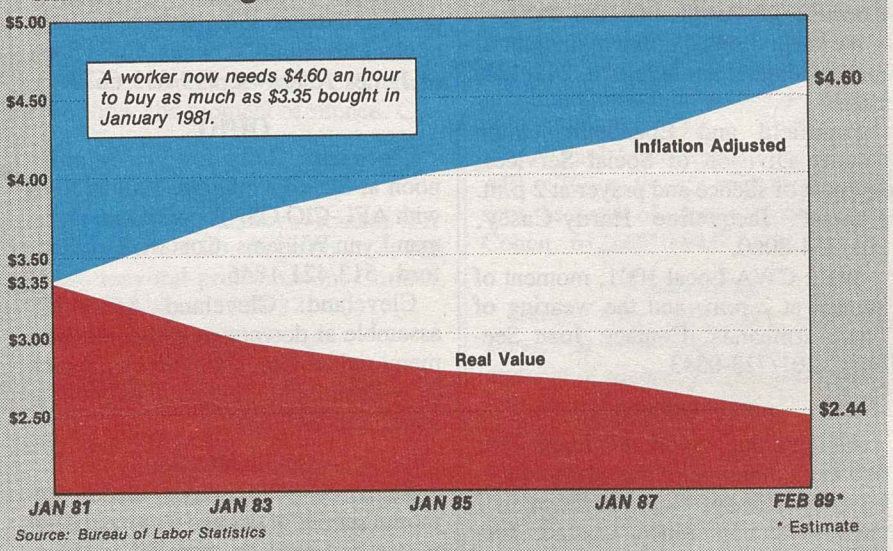
Still pending in federal court is a challenge brought by the ILGWU and other unions to the Labor Dept.'s legalization of homework in jewelry manufacturing, gloves and mittens, button and buckle manufacturing and embroideries.

The Lag in Minimum Wage

Hourly Earnings 1950 - 1989



Minimum Wage: The Shrinking Purchasing Power



Source: Bureau of Labor Statistics

IUD cites gain from building new coalitions

Coalition building, starting at the grass roots, was a recurring theme of the Industrial Union Dept.'s 1989 legislative conference.

Workers are stronger when they fight with allies, IUD President Howard D. Samuel stressed in opening the two-day conference. Taking part were nearly 1,500 delegates from 22 unions.

Unions aren't the only groups concerned with issues such as trade policy, a higher minimum wage, day care and parental leave, Samuel said. "These are goals which are important to the community as a whole."

The conference participants heard from House and Senate members involved in issues of special importance to union members. Thus the follow-up to discussion on nuclear health and safety by Rep. Joseph Gaydos (D-Pa.) and Gov. Richard Celeste (D-Ohio) was a special meeting of IUD delegates representing nuclear plant workers.

Other speakers dealt with concerns ranging from corporate mergers and leveraged buyouts to the use of strikebreakers in labor disputes.



Saving steel jobs

Steelworkers President Lynn Williams leads demonstration at the People's Republic of China embassy in Washington to protest anti-union and unfair hiring tactics of CitiSteel Inc., a Chinese owned company in Claymont, Del. After buying the ailing Phoenix Steel plant last year—which had employed more than 600 USWA members—CitiSteel reneged on its agreement to hire those workers, despite the USWA's assistance in the purchase.

Locomotive Engineers welcomed as federation affiliate

AFL-CIO President Lane Kirkland welcomed the Locomotive Engineers as the federation's newest affiliate. The 30,000-member union will receive its charter during the Executive Council's meeting in Washington in early May.

Affiliation by the 125-year-old, Cleveland-based union was effective Apr. 1. In a letter to BLE President Larry McFather, Kirkland noted the union's "long and distinguished record of service to its members and the nation."

The BLE membership voted 78 percent in favor of affiliation last year. A petition to prevent the action was brought before the union's 15-member advisory board, which found the protest had no basis.

On Mar. 31, the advisory board voted unanimously that the union affiliate with the AFL-CIO.

The executive council in February 1988 authorized Kirkland to accept a BLE affiliation bid when the union submitted one.

Joe Velasquez appointed community services director

JOE VELASQUEZ, assistant COPE director since 1984, was named director of the AFL-CIO Dept. of Community Services by Federation President Lane Kirkland, effective Apr. 1. He succeeds Frank Emig who served as department director from 1985 until his death in October 1988.

As assistant COPE director, Velasquez, 42, directed the federation's delegate selection and tracking program and the convention floor operation for the 1988 Democratic national convention. He also developed and conducted political training programs for unions.

Prior to joining COPE, he had been field director of the Labor Council for Latin American Advancement during the 1984 presidential campaign, managing Hispanic nonpartisan voter registration and contact programs.

Velasquez also had served as executive director of the Workers' Institute for Safety & Health, as a special assistant in the Labor Dept.'s Occupational Safety & Health Administration under President Carter, and as administrator in the Ohio Dept. of Industrial Relations.

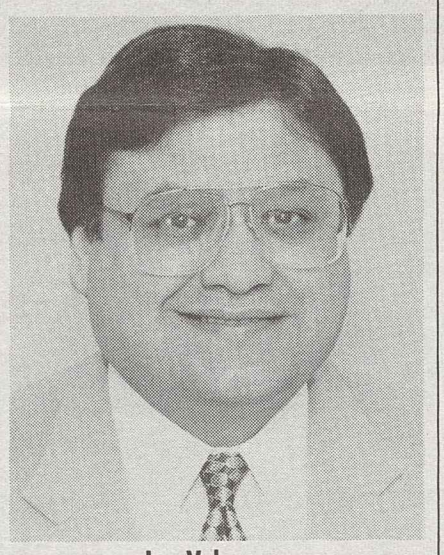
Velasquez comes out of Steelworkers Local 1010 in East Chicago, Ind., and served as a UAW representative.

* * *

A memorial service will be held May 1 at AFL-CIO headquarters for **IRVING BROWN,** former International Affairs Director, who died Feb. 10 in Paris. Federation President Lane Kirkland will speak at the observance which will begin at 11 a.m.

GLEN BROWDER, the COPE-endorsed Democratic candidate for Alabama's 3rd congressional district seat, defeated Republican state senator John Rice by a 30 percent margin. Browder fills the vacancy caused by the death of Rep. William Nichols.

ARTHUR A. COIA, regional manager of the Laborers, has been named to complete the term of retiring Laborers Sec.-Treas. **ARTHUR E. COIA,** his father.



Joe Velasquez

Coia, 45, became business manager of the Rhode Island Laborers in 1968 and has served as manager of the union's New England and eastern Canada region for the past two years.

The senior Coia had served as secretary-treasurer since 1975. He began his union career with Laborers Local 271 in Providence, R.I., serving as president and general manager. He also held the posts of international representative, New England regional manager and international vice president.

STANLEY E. ZORICK, president of the Western Maryland AFL-CIO, retired after 16 years in the central body's top post. Succeeding him is **RAYMOND O. METZ,** business representative for AFSCME Council 92.

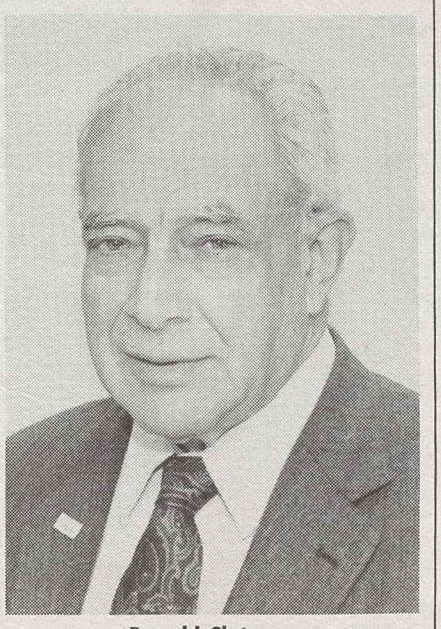
Zorick worked to establish the Cumberland Area Labor Committee and to promote cooperative labor-management efforts. He served as the first labor co-chairman of the National Association of Labor Management Committees. He comes out of Rubber Workers Local 26.

EDWARD J. CARLOUGH, president of the Sheet Metal Workers, and SMW Sec.-Treas. **LONNIE A. BASSETT** dedicated and sealed a 100th anniversary time capsule at the union's headquarters. It contains documents and memorabilia of significance to the centennial year, along with statements and letters from labor leaders, public officials and others. The capsule will be opened and updated at 25-year intervals.

DONALD SLAIMAN, deputy director of the AFL-CIO Dept. of Organization & Field Services, retired after more than 40 years of service in the labor movement. Slaiman, 70, was named deputy director in 1974 and served as a liaison between state and local federations and COPE efforts. Prior to that, he headed the federation's Dept. of Civil Rights.

He recently was elected president of Social Democrats USA and serves on the boards of the A. Philip Randolph Institute, Frontlash and the Labor Council for Latin American Advancement.

Slaiman comes out of Auto Workers Local 501 and Electronic Workers Local 351 in Buffalo.



Donald Slaiman

Newsmakers

The UAW executive board has named **ELEANOR HOLMES NORTON** to the union's public review board. The board was established in 1957 to oversee final appeals in cases questioning internal union procedures. Norton headed the Equal Employment Opportunity Commission from 1977 to 1981 and now teaches law at Georgetown University.

DAVID L. PERLMAN, a 30-year veteran of the AFL-CIO News, is retiring Apr. 30. He joined the News staff in 1958 and has covered Congress, politics and the Supreme Court.

Prior to joining the News staff, Perlman was editor and public relations director for the Government Employees for more than five years. He had also worked on the Machinists newspaper, for daily newspapers in Louisiana and Texas, and was a wire service reporter in Washington.

Perlman, 64, is a member of Newspaper Guild Local 35.



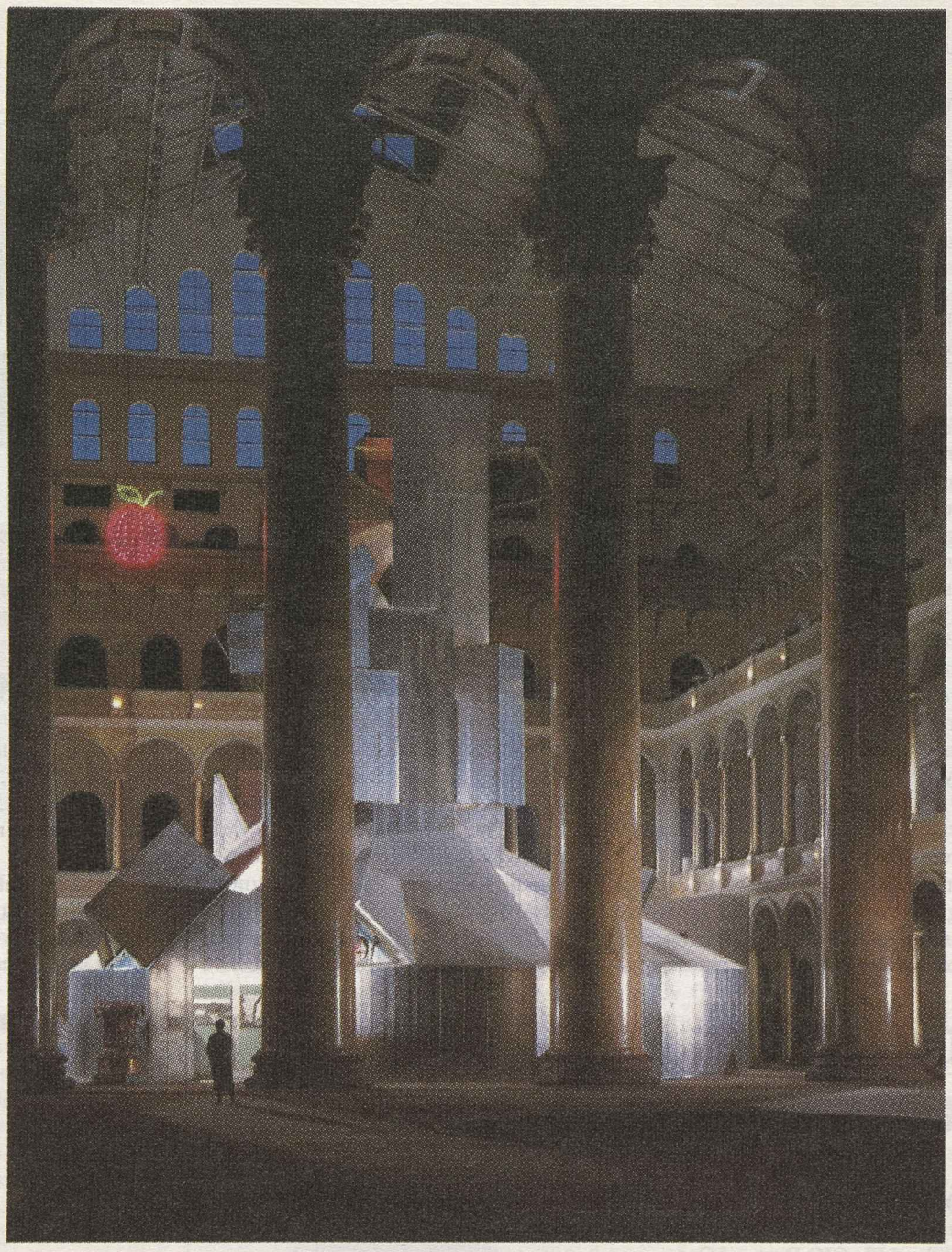
David L. Perlman

Sheet Metal exhibit wins design award

An exhibit constructed by the Sheet Metal Workers at the National Building Museum in Washington won the Dibner Award for excellence in exhibits of the history of technology and culture. The award is given annually by Duke University's Society for the History of Technology.

The focus of the exhibit, "Sheet Metal Craftsmanship: Progress in Building," was a 65-foot-tall structure designed by architect Frank Gehry of California, and built by some 600 SMW members. Its construction required extraordinary skills and served as a testament to the craftsmanship of the union workers.





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APRIL 15, 1989

AFL-CIO NEWS

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''Eastern will fly when Lorenzo is grounded'' remained the motto of determined unionists as the historic strike entered its seventh week.

3 ***Protecting workers from pension ripoff***

Morton Bahr describes the need of legislation to stop Wall Street raiders and company executives from looting workers' pension funds.

6 ***Minimum wage bill clears Senate easily***

The Senate adds its approval to a House-passed minimum wage bill that is obstructed only by the ''my way or nothing'' attitude of President Bush.

8 ***Apr. 28 Memorial Day catches on around U.S.***

Nationwide events are scheduled for April 28 Workers Memorial Day, when attention will be focused on improving safety and health on the job.

'Union Yes' commercials back on TV for new run

"Union Yes" commercials, featuring actors Jack Lemmon, Tyne Daly and Howard Hesseman, will air on national network TV more than 40 times beginning Apr. 24.

Spots will be aired on:

- NBC's Hunter, Cosby, Dear John, Sunday and Monday Night Movies, Generation, Another World, Santa Barbara, Days of Our Lives, Today and News at Sunrise.
- CBS's Tour of Duty, 48 Hours, 60 Minutes, Wiseguy, Beauty & the Beast, Knots Landing, The Young & The Restless, Guiding Light, CBS This Morning, Pat Sajak Show and CBS Late Night.

UNION YES

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AFL-CIO NEWS

VOLUME 34, NUMBER 9 APRIL 29, 1989

FOCUS



Child Care

The need for an adequate child care system in America is clearly supported by voters and the need has mushroomed as the number of working women doubled since the 1960s. Pages 6-7.

NLRB nails down unit rules for hospitals

Unions welcomed the National Labor Relations Board's final rule on the makeup of bargaining units at acute care hospitals as a needed stimulant to organizing campaigns.

This new rule, said NLRB Chairman James M. Stephens, gives health care workers the same opportunity afforded workers in other industries—''namely the right to vote in a timely manner on whether to be represented by a union.''

Stephens said the rule will also streamline the administrative process on hospital bargaining units ''by eliminating delays, protracted hearings and other obstacles.''

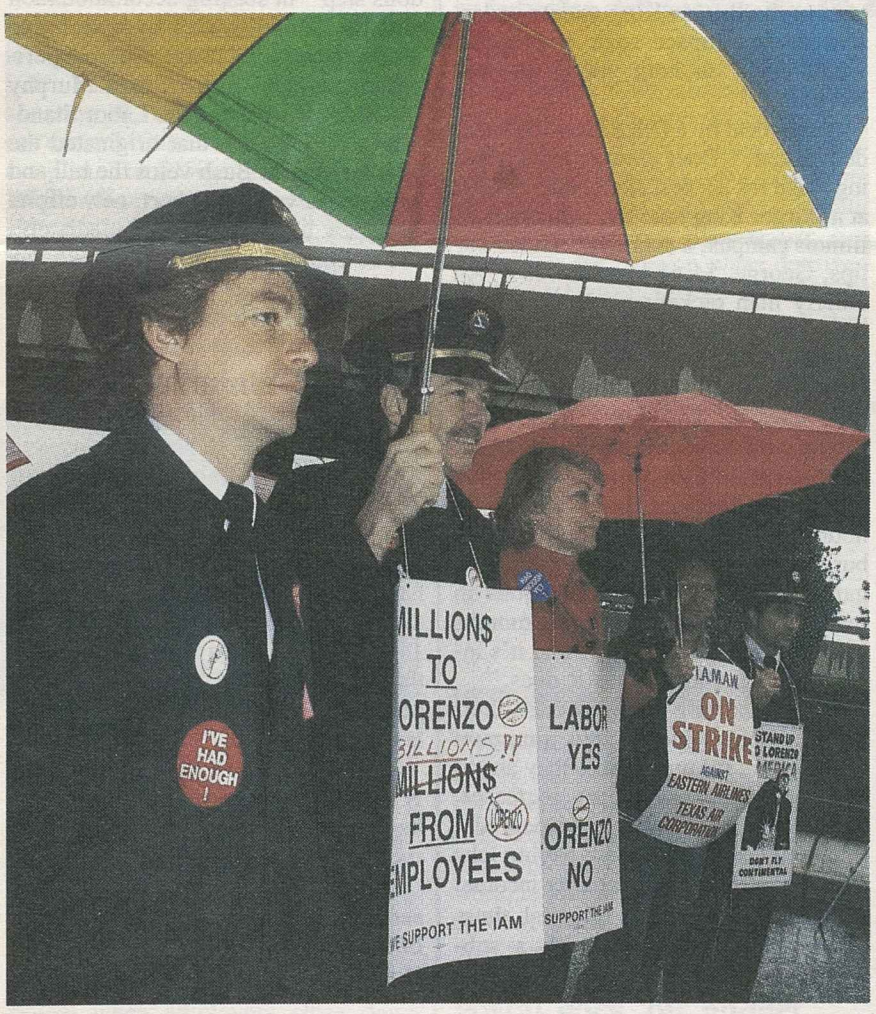
But hospital management is out to keep the obstacles in place.

The American Hospital Association filed suit in U.S. District Court in Chicago to prevent implementation of new rules designed to tear down barriers that arbitrarily divided hospital workers into only three categories—professional, nonprofessional and guards.

Since 1984, hospital management had capitalized on the policy set by the Reagan-dominated labor board, delaying union representation elections with protracted legal fights over the proper size and composition of the unit. In some instances, representation elections sought by some groups of workers were frustrated when management successfully forced inclusion of other employees in the proposed bargaining unit.

Under the new rule scheduled to take effect May 21, there could be up to eight hospital bargaining units—registered nurses, physicians, all other professionals, technical employees, skilled maintenance workers, office and clerical employees, all other non-professional employees, and guards.

Continued on Page 11



A rally at New Jersey's rain-soaked Newark Airport shows resolve of crowd to win fairness at Eastern Air Lines and get back to work under a new owner.

Hatch Act changes win big in House

297-90 vote sends bill to Senate

The House voted 297-90 for labor-supported amendments to the Hatch Act that would restore political rights to federal and postal workers while continuing to protect them from political pressure.

Similar legislation passed the House in the last Congress, but died in the Senate, where a filibuster threat kept it from the floor.

Despite Administration opposition and the threat of a presidential veto, 70 Republicans joined 227 Democrats in voting for passage. Two Democrats and 88 Republicans voted against the bill. The margin was substantially more than the two-thirds needed to override a veto.

If it becomes law, federal and postal workers will be able to participate fully in political activities—off the job, out of uniform and away from their workplace.

The bill continues the ban on political activity on the job and protects government workers against political pressure from their bosses or the party in power.

The Hatch Act was passed 50 years ago to ''protect'' federal workers. But in practice, it has had a chilling effect on active citizenship by government workers by imposing penalties that can include dismissal.

Several years ago, the agency that enforces the Hatch Act went to almost farcical lengths to rule that the presidents of the Letter Carriers, Postal Workers and Government Employees violated the law by openly endorsing Walter F. Mondale for president in 1984.

All three union presidents were on unpaid leave of absence from the jobs they held before election to union office—on leave since 1937, in the case of Postal Workers' President Moe Biller. So the ''penalty'' of 60 days suspension had little meaning except as an effort in intimidation.

Federal appellate courts later overturned the penalty and held that no laws had been violated. But the message that came through nevertheless was that government workers can get in trouble if they get involved in political action.

Eastern workers hang tough, await new owner

On picket lines and at rallies across the country, unionists are holding firm in their battle with Eastern Air Lines' management as the Machinists' strike capped its eighth week.

When Eastern boss Frank Lorenzo tried to talk creditors into holding a fire sale of the airline's remaining assets so he could ''downsize'' the company, the Air Line Pilots rallied outside. After Eastern ran ads in a Philadelphia newspaper for scab attendants, the Transport Workers gathered at the interview site to ask, ''Who'd want to work for a bankrupt company at $817 a month?''

AFL-CIO President Lane Kirkland walked Eastern picket lines in Kansas City and Orlando, Fla., and unionists continued picketing Eastern and Continental Air Lines facilities.

Photo on Page 5

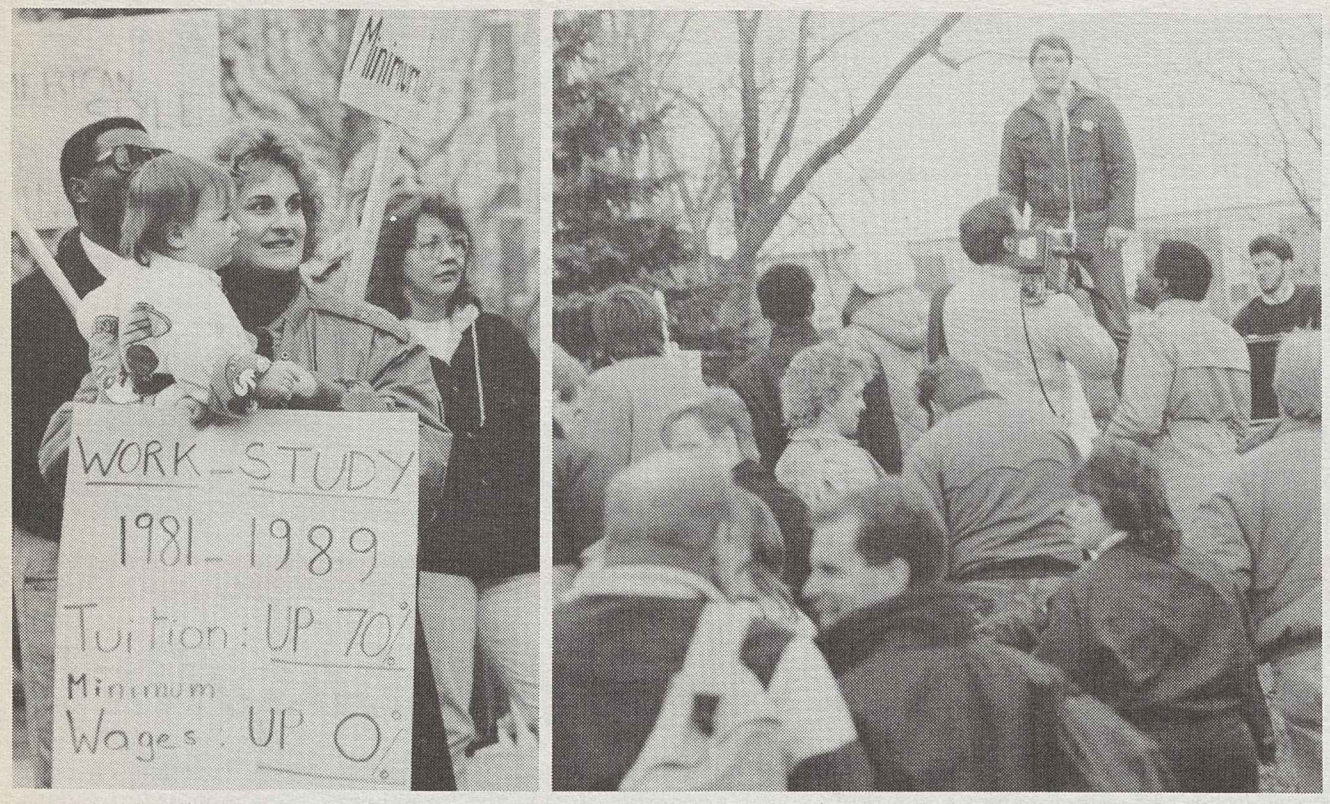
Financial support from unions and members continued to come in—for a total of $1.2 million to the AFL-CIO Fairness at Eastern Fund. ALPA, TWU and IAM have been making disbursements to union members based on emergency needs.

A new survey by pollster Louis Harris showed that Americans support the Eastern workers by a 60-26 margin and that the unions' message is coming across. By a 65-29 margin, the 1,248 adults polled agreed that ''because workers have the right to belong to unions, it is not right for a company such as Eastern Air Lines to provoke a strike in order to crush the unions.''

Meanwhile, federal bankruptcy court examiner David Shapiro has been meeting with some prospective buyers. Bankruptcy Judge Burton Lifland gave the prospective bidders until May 3 to submit offers.

The interested buyers included Carl Icahn, chairman of Trans World Airlines; Jay Pritzker, owner of the Hyatt Hotel chain; a group including New York financial institution and the former chief executive officer of another carrier, and a Chicago-based financial institution, Shapiro said. Former baseball commissioner Peter Ueberroth also was reported as still interested in closing a deal.

Potential buyers also may meet with the 15-member creditor committee which includes representatives from the unions.



Calling the $3.35 minimum wage the way "to starve American style," Central Michigan University students voice concerns over the pay floor's eight-year freeze. At right, Frontlash's Ken Fletcher scores President Bush's training wage proposal.

Youth, seniors spur minimum wage fight

Youth and senior citizens marched side by side over the past month in two dozen states to protest President Bush's insistence on a six-month subminimum training wage and a cap of $4.25 an hour in the pay floor increase.

A House-Senate conference committee is hammering out the final details in measures adopted by both Houses. Bush remains the only obstacle to a minimum wage increase that would raise the pay floor to $4.55 a hour by October 1991 from the current $3.35 and allow a 60-day training wage at 85 percent of the minimum for new workers only.

Since mid-March, Frontlash, the youth organization of the AFL-CIO, and the National Council of Senior Citizens, Gray Panthers, United States Students Association, College Democrats of America and other senior citizens and youth groups have picketed Burger King fast-food restaurants for their corporate stance in favor of Bush's harsher training wage proposal.

Frontlash Executive Director Joel Klaverkamp said Burger King and its parent company, Pillsbury, want Bush's subminimum scale, as fast-food restaurants generally experience such high turnover rates that payment of a regular minimum wage would not be required.



Senior citizens and Frontlash volunteers picket at Burger King near the White House.

Bush's scheme for a training wage doesn't require any training and would apply to any new hire by an employer, regardless of past experience. The protests at the Burger King outlets underscored the impact such a proposal would have on both young and old workers.

A sign held by a Duke University student asked, "Does George get a training wage for his first six months?" And at a Burger King near the University of Illinois campus, a sign said, "Read our lips, George. $4.65 is not $4.25." An elderly man picketing a Burger King near the White House carried a sign with the sentiment of his peers, "Senior citizens will not work for peanuts."

At Central Michigan University in Mount Pleasant, Mich., Frontlash representative Ken Fletcher told protesters that the jobs paying $3.35 an hour are jobs like "flipping hamburgers, sweeping the floors, taking out garbage. They are first time jobs in many cases. It doesn't take six months to learn these kinds of jobs and it's incredible that Bush thinks it does."

The prostesting students cited their plight of being locked into minimum wage jobs at the universities they attend and not receiving any pay increases. Senior citizens objected to the degradation they feel in filling low-paying jobs to augment their social security income.

Under the President's proposal, those seniors could be stuck with a subminimum as "new hires."

Wage bill due back in mid-May

House and Senate sponsors of minimum wage bills protested the Bush Administration's refusal to negotiate with Congress and pledged that veto threats will not stop the legislative process.

The minimum wage bill—the first improvement in eight years—provides $4.55 in three steps and has passed both the House and Senate. It is expected back from the conference committee around May 10.

At a Capitol Hill news conference, the principal negotiators of a House-Senate conference set up to resolve differences in the bills passed by the two bodies protested the Administration's refusal to take part in the give-and-take of the legislative process.

There was never any consultation with Congress, Sen. Edward M. Kennedy (D-Mass.) said. Kennedy, who is chairman of the Labor & Human Resources Committee, said the President and told Congress to take it or leave it."

House Education & Labor Committee Chairman Augustus F. Hawkins (D-Calif.) stressed that congressional Democrats unilaterally took a "tremendous step" in seeking accommodation with the Administration by agreeing to a 60-day training wage for inexperienced workers. Rep. Austin Murphy (D-Pa.), chairman of the Labor Standards subcommittee that originated the bill, said that if Bush vetos the bill and an override vote falls short, new efforts on a new bill will begin immediately.

The conferees do not anticipate any difficulty with resolving minor differences in the House and Senate bills.

Expected minimum pay veto to delay family leave bill

The Senate Labor & Human Resources Committee cleared the Family & Medical Leave legislation for floor action. Although House sponsors had hoped to have a similar measure on the floor before Mothers' Day on May 14, President Bush's anticipated veto of the minimum wage bill is expected to postpone consideration of both family leave bills, possibly until the summer.

The Administration position on family leave is against "mandating" a benefit, and business groups have mounted a major campaign to defeat it.

Union activists are contacting their senators to ask for a yes vote when the bills—H.R. 770 and S. 345—reach the House and Senate floors.

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LEGISLATION

LBO damage to pensions spelled out to House

Corporate mergers, takeovers and leveraged buyouts pose a serious threat to workers' pension benefit security, AFL-CIO Sec.-Treas. Thomas R. Donahue told Congress.

Testifying before a House Ways & Means subcommittee, Donahue said one of the "most serious abuses" comes when pension funds are terminated and their so-called "excess assets" raided to finance takeover activities.

There is an increasing trend toward reducing or discontinuing pension fund obligations as a direct result of the "LBO craze," he testified.

"Employers who terminate pension plans to skim off excess assets violate workers' ownership rights and breach a promise of pension protection," Donahue said. He pointed to a recent Labor Dept. estimate that workers in such situations lose an average of 45 cents for every dollar they would have received without termination.

He cited as examples:

- Texaco's buyout of Getty Oil Co. in 1984, under which Texaco raided $250 million from the pension plan covering 18,700 former Getty employees and substituted an "inferior" Texaco plan. The $250 million was used to "fight off several subsequent takeover attempts and not to improve workers' wages or working conditions," Donahue testified.
- Termination of the Pacific Lumber pension fund, now under investigation by the Labor Dept. and the Securities & Exchange Commission. Utilizing junk bonds to finance the takeover, a company called Maxxam had a brokerage firm buy Pacific Lumber stock from six pension funds, "parking" it until Maxxam could buy it at a later date. Not only were the pension plans deprived of the takeover profit, but Pacific Lumber's $80 million fund was then terminated and stripped of $50 million.



Donahue voices labor's concerns on corporate takeover abuses. He's accompanied by federation staff members Meredith Miller and Ernest DuBester.

Donahue voiced the federation's support for the pending Employee Pension Protection Act which contains basic safeguards for workers and retirees in the event of a reversion and recognizes their right to a financial cushion to soften the blow of devalued pensions.

Currently, he said, some 600 reversions are "on hold" because of a six-month moratorium imposed by the Treasury Dept. "This staggering number of pending reversions is a testament to the urgent need" for corrective legislation, Donahue emphasized.

The federation has called for an end to present tax deductions on interest on debt used for merger activity or to retire equity, but Donahue said this provision should not be applied to loans associated with democratic Employee Stock Ownership Plans.

He urged Congress to "foster the growth" of legitimate ESOPs by enacting legislation requiring:

- A worker vote on the creation of ESOPs.
- Disclosure of company financial information to ESOP participants.
- Full pass-through voting rights for allocated stock in closely held companies.
- Employee representation on ESOP trusts.

Such safeguards, Donahue told Congress, "would ensure that workers have a stake in the company through shareholder ownership and they could control the level of debt risks."

The LBO fever is causing damage not only to companies and their employees, he emphasized, but also to entire communities. "At least 90,000 members of AFL-CIO unions have been stripped of their jobs because of mergers, takeovers and leveraged buyouts," Donahue told the subcommittee. "In fact, leveraged buyouts are the largest single cause of unemployment among retail workers in America in the past few years."

Capitol Digest

Subcommittee in House sends pension bill out

Legislation to give workers a better deal when employers close down pension plans in order to pocket supposedly surplus assets cleared the House Subcommittee on Labor-Management Relations on a 10-4 vote.

The bill has labor's support. Communications Workers President Morton Bahr, testifying on a companion Senate bill on behalf of the AFL-CIO, said it is needed because workers have been shortchanged by the $19.7 billion in pension fund assets that employers have taken back since 1980.

It would require employers to share a portion of the pension money they take back with workers and retirees. If a firm closed down a defined benefit plan and set up a replacement plan, it would have to provide a "cushion of assets" above projected liabilities to guard against stock market slumps and other fluctuations in the value of the pension reserves.

Employers would also have to provide a one-time cost of living adjustment for workers who had not had their pensions increased to meet inflation. And if no substitute plan were adopted, workers and retirees would be entitled to share in the distribution of the old plan's excess assets.

Postal goes 'off budget' in leadership agreement

The White House and the Democratic and Republican congressional leadership reached agreement on the budget for fiscal year 1990. One of the details of this "budget summit" was a commitment to take the U.S. Postal Service off budget.

In 1985, the Reagan Administration put the semi-autonomous Postal Service into the federal budget so that the federal deficit would appear to be smaller.

In 1987, even though the Postal Service was raising enough revenue to cover its operations, the White House-congressional budget agreement resulted in a $1.245 billion cutback in postal spending. Services and many workers' hours were reduced.

This "budget summit" agreement for fiscal year 1990, if enacted into law later this year, would suspend these shenanigans. The agreement, however, also includes stiff cuts which could be applied to the postal budget. Negotiations on these numbers will continue throughout the legislative process.

In the meantime, the AFL-CIO will continue to pursue the enactment of H.R. 982 and S. 302, legislation which would take—and keep—the Postal Service off-budget, providing insurance that future Administrations will not be able to play politics with postal operations.

Otero says 'reciprocal trade' won't cure immigration woes

Exploitation of low-wage workers for the benefit of U.S. companies isn't the solution to illegal immigration from the nations of Latin America and the Caribbean, the AFL-CIO told a commission established by Congress.

Jack Otero, vice president of the Transportation-Communications Union, represented the AFL-CIO before the Commission for the Study of International Migration & Cooperative Economic Development. Otero also is president of the Labor Council for Latin-American Advancement.

He welcomed the commission's inquiry and called for attention to be given to "the central problems of poverty and social repression." But he expressed concern about relying on "mutually beneficial reciprocal trade and investment programs to alleviate such conditions."

Export strategies that target the U.S. market take away jobs from workers on this side of the border, Otero said. But the wages are so low that, instead of cutting down on border crossing, they encourage it.

Health Security Partnership urges public-private roles

A comprehensive health care program—based on a federal-state partnership of benefits and funding and to include changes in insurance procedures—was proposed by the Committee for National Health Insurance.

"It's wrong that one out of every five Americans—including 12 million children are without any kind of health insurance," said Douglas A. Fraser, a chair of the committee and former president of the UAW.

Under the committee's Health Security Partnership, benefits and standards would be set at the federal level, and states would approve health plans, establish funding and reimbursement methods, direct enrollments and oversee quality assurance. The plan—which calls for full participation by private insurers—would provide basic health care for all Americans.

The committee cited the pressing need for an overhaul of the nation's health care system, noting that more than 50 million American have little or no coverage.

The partnership plan would retain Medicare funding and would include effective cost containment measures. Provisions covering home care for the disabled, institutional services, preventive and rehabilitative care and long-term care also would be added.

Solidarnosc's Victory:

Still a long way to go



Lech Walesa salutes Gdansk shipyard workers in May 1988 strike.

By Adrian Karatnycky

The front page news was explosive. Solidarnosc, the once outlawed trade union, had reached a broad political agreement with the Polish government that had hounded it for the better part of this decade.

But the victory was years in the making. A vast network of hundreds of underground newspapers and factory bulletins had been getting the unions message out despite constant police surveillance. Over one million Solidarnosc loyalists had continued paying dues to clandestine union structures. And in 1988, workers had frequently gone out on strike to defend their meager standard of living and to demand the return of their banned union.

Solidarnosc had won because Poland's workers had not given up. It had won because tens of thousands were willing to pay the price of imprisonment, loss of livelihood, and loss of everything they owned. Hundreds, too, had paid with their lives. They included miners from the Silesian coal mines, killed when the dreaded ZOMO police squads broke up their strikes; political activists beaten and left for dead, and even several pro-Solidarity priests, including Father Jerzy Popieluszko.
Jerzy Popieluszko.

Despite the April roundtable agreement, the challeges facing Solidarnosc and its allies—the Independent Students Association, Rural Solidarnosc, and independent political parties and groups—are immense. The economy is a mess. Real per capita income is only about 80 percent of what it was in 1978. Pollution is rampant. Health care is in crisis.

Solidarnosc and the Citizens' Committee that is coordinating the democratic participation in the June 6 elections are pressing ahead with a wide ranging electoral campaign. The election will determine the composition of a 100-member Senate with significant powers to block unpopular or harmful legislation. And Poles will also openly elect 35 percent of their 360-member Parliament—the Sejm.

Adrian Karatnycky is on the staff of the AFL-CIO Dept. of International Affairs.

Campaigns underway

Although Solidarnosc leader Lech Walesa had decided not to run for legislative office, a number of other well-known union activists and advisers already are campaigning. One of them, the Parliamentary candidate Jacek Kuron, was scheduled to address the AFL-CIO Executive Council on May 2. Another union official, Senate candidate Dr. Zofia Kuratowska, is here to sign a union-to-union agreement with the Service Employees.

Solidarnosc National Secretary Andrzej Celinski, a guest at the 1987 AFL-CIO convention, is also running for the Senate. He is enthused by the prospect that Poles can at last be offered a choice at the ballot box. Speaking by telephone from his home in Warsaw, Celinski observed: ''We've got to do in two months, what in a normal society takes decades, even centuries. We've go to set up national newspapers, prepare television programs, and get our message out to voters. And we've got to do all this while we work to re-establish Solidarnosc's presence at the workplace level.''

Despite a strong underground, Solidarnosc lacks the infrastructure needed to immediately respond to all the daunting needs of its members. In the period of martial law, all of Solidarnosc offices and equipment were confiscated. Much of the equipment was turned over to the discredited, state-controlled OPZZ union. Some simply ''disappeared.''

''What we need are computers, facsimile machines, printing presses, and addressographs. The need is particularly urgent in smaller, outlying regions. We have had an network of supporters but now we've got to be able to fill the breach, and quickly,'' Celinski said.

8 million members soon

Another Solidarnosc leader, National Committee member Zbigniew Janas, who visited the AFL-CIO Dept. of International Affairs on the day the roundtable agreement was signed, is optimistic about the union's chances: ''I think Solidarnosc will very quickly have around 8 million members.'' Janas is heading back to his old base, the Ursus tractor factory near Warsaw: ''I hope to get back my old union office. We're ready to start working as an aboveground organization. These are very exciting times."

Janas will not be alone. As part of the agreement, 50,000 trade unionists—jailed and fired from their jobs—will be allowed to return to their former workplaces to resume their union activities.

In early May the union will launch a 500,000-circulation daily newspaper. The authorities have provided facilities for the period of the electoral campaign as part of the roundtable agreement. But the future of that enterprise once the election is over remains unclear. The union likely will have to finance the supplies and equipment necessary to keep the paper alive. Above all, they will have to find a way to obtain newsprint, in a country where it is a commodity in short supply.

People formerly jailed will in two months time be serving in the Sejm and in the Senate. Dramatic as such changes are, the real change will come in four years, when elections for both the Sejm and Senate will be fully open to all competitors.

Still, a measure of skepticism and apathy can be found among even the most staunch supporters of Solidarnosc. After all, no communist government has ever allowed itself to be voted out of power. Moreover, Poland's current leaders have a record of breaking agreements signed with their workers. That's what happened to the 1980 Gdansk Accords.

There are storm clouds on the horizon. The government is likely to drag its feet in accepting a broadly based program of economic reform. After all, any real reform will challenge both the power and material privileges of its ''nomenklatura''—the party elite which has called the shots in economic, political, and cultural life since the postwar consolidation of communist power.

Poland still has a long way to go. But it is almost inconceivable that all the gains of the last month can be quickly undone. Once rooted, democracy will prove difficult to dislodge. If the inexorable pressure of public opinion is thwarted, Poland's fate as an increasingly backward economy will be sealed.

Solidarnosc's remarkable resilience, and Western aid linked to further democratization and respect for worker rights provide the best guarantee that Poland's sad history of anti-worker oppression need not be repeated.

Trade action ignores flagrant Malaysian abuses

A Bush Administration decision to continue preferential trade treatment for Malaysia, in the face of that country's pervasive pattern of worker rights violations, drew criticism from the AFL-CIO.

The federation had urged that Malaysia be denied the privilege of shipping duty-free goods into the American market until it ends such practices as harassing and imprisoning union leaders, suppressing the right to strike or demonstrate, and preventing publication of independent views.

Ignoring these protests, U.S. Trade Representative Carla Hills contended that Malaysia meets the eligibility standards of the Generalized System of Preferences, a trade program designed to open the American marketplace to economically developing nations.

In effect since 1985, GSP's worker rights language bans duty-free imports from countries which deny freedom of association, prohibit the right to organize and bargain collectively, ignore unsafe or unhealthy working conditions and permit the exploitation of child labor.

Last fall, the federation noted, the Malaysian government announced it would permit organizing in the electronics industry. But this ''minimalist'' action was quickly reversed under pressure from a U.S. business association—the Malaysian American Electronics Industry—which employs some 37,000 of that country's 85,000 electronics workers.

''It is deeply disturbing that American business can not only effectively threaten the Malaysian government but also prevent the application of U.S. law,'' the AFL-CIO said.

Hills's decision to delay decisive action against Syria also drew the federation's fire. It pointed to a U.S. State Dept. report documenting that Syrian workers ''are not free to form labor unions independent of the government-prescribed structure'' as evidence that Syria's trade preferences should end.

The trade representative also an nounced it was extending for still another year its reviews of labor and human rights abuses in Haiti and Liberia. The AFL-CIO pointed out that the law does not provide for a drawnout review process.

The Administration indefinitely suspended trade benefits previously extended to Burma and the Central African Republic, both the targets of repeated trade union complaints.

GCIU victory cracks Gannett string

Four-month campaign delivers Vermont's largest daily

Burlington, Vt. Employees at the Burlington Free Press, Vermont's largest daily newspaper, voted 77-47 to be represented by the Graphic Communications Union. The election closed a four-month campaign that brought the first new bargaining unit for workers at the giant Gannett Co. in five years.

The unit of about 140 workers from all parts of the newspaper sought out the union because of their dissatisfaction with low wages, overtime work with no compensation and reductions in health benefits. The workers added that jobs left vacant for long periods made the situation even more difficult on those remaining.

GCIU President James J. Norton said the organizing campaign "was a cooperative effort at every level of organized labor's resources. GCIU local personnel, international organizers and the Vermont AFL-CIO worked together in responding to the needs of the employees of the Burlington Free Press. It gives the GCIU great satisfaction when all of the elements come together the way they did in this organizing effort."

GCIU Rep. Thomas Hennigan said, "This is a classic example of a group of employees organizing themselves. They're determined and they have the will to do it."

Richard Holcomb, a pressman at the paper for 23 years, summed up the workers' concerns, saying they "have seen what the company did and they're just fed up with it. You can just push them so far."

Gannett is a media giant known for its efforts to block unions. GCIU represents workers in about a third of Gannett's 88 daily newspapers.

The Free Press employees said Gannett was siphoning money from its profitable Burlington paper to help cover losses at its national newspaper, USA Today. The organizing effort had the backing of the community, including Mayor Peter Clavelle—who was endorsed by the newspaper in his election the month before.

Readers complain that since Gannett took over, local news coverage has dropped, in part because of high employee turnover.

Free Press publisher Donna Donovan acknowledged the turnover problems. "I don't doubt that there were people who left because they were very unhappy."

UTU shunts curb on raiding, quits rail union alliance

The United Transportation Union pulled out of the Railway Labor Executives' Association after failing to affiliate with the AFL-CIO, as required by the RLEA's new bylaw.

The rule, adopted Apr. 11, gave non-affiliated unions 10 days to apply to the federation. The deadline for action by the UTU passed on Apr. 21.

The 85,000-member UTU was the only one of the 15 RLEA members not affiliated with the federation.

The UTU withdrew from the AFL-CIO in 1986 after being found in noncompliance with Article XX of the federation's constitution. The bylaw was designed to end raiding by subjecting all RLEA members to Article XX. The deadline for action by the UTU passed on Apr. 21.

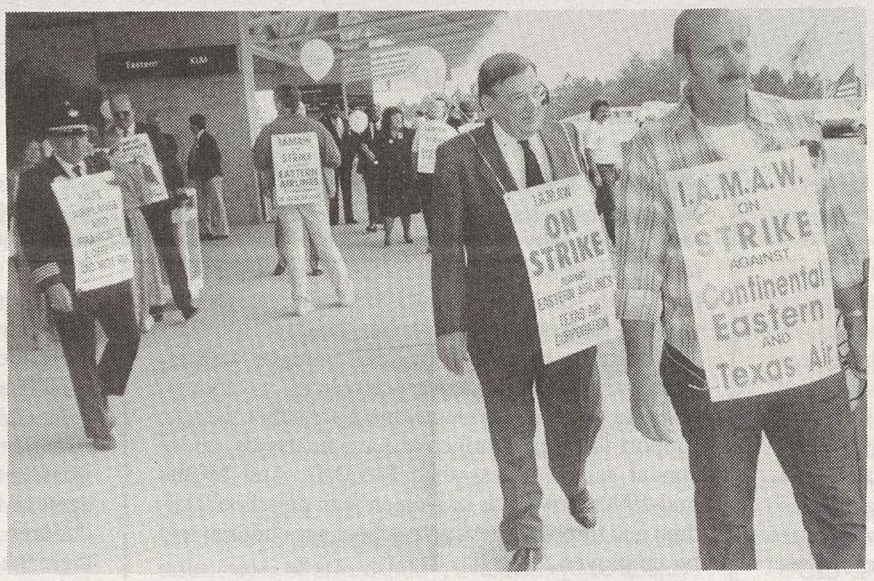
RLEA President Richard I. Kilroy said, "It is unfortunate that the UTU has chosen not to comply with the requirements of our bylaws."

Kilroy said, "The action taken by the RLEA was not a move to punish the UTU, but rather an attempt to bring together everyone in rail labor by prohibiting raids. And at this time in the history of our industry, a united labor movement is move critical than ever before."

Kilroy, president of the Transportation Communications Union, emphasized that efforts to promote rail labor unity have been rebuffed, while the UTU continued to pursue its own agenda in the industry.

"We believe that the best way to address the raiding issue is to make compliance with Article XX a condition that must be met by every affiliate of the RLEA," Kilroy said. "We regret that the UTU has rejected our call for solidarity," he added.

The RLEA noted that the UTU is conducting raiding compaigns in a blatant effort against other unions on several railroads, including the Norfolk Southern Corp. and the New Jersey Transit.



AFL-CIO President Lane Kirkland and participants in a Florida state federation meeting join Eastern Air Lines pickets at Orlando airport.

Hormel unit votes 95% to remain UFCW local

Austin, Minn. Packinghouse workers at the Geo. A. Hormel & Co. plant cast a nearly unanimous vote to remain members of Food & Commercial Workers Local 9.

With nearly 93 percent of the eligible workers voting in a National Labor Relations Board election, the UFCW received 768 votes, or 95 percent of the ballots cast. There were 25 votes for "no union" and 18 for the North American Meat Packers Union—NAMPU—which was formed by some leaders of former UFCW Local P-9 after their 1986 strike at the Austin plant.

The local was directed to end the unsuccessful strike in April 1986 and was placed under trusteeship until July 1987, when the membership elected new officers and established their union as UFCW Local 9. About half of Local 9's members are workers who returned to their jobs and the rest were hired after the company reopened the plant. Some workers who lost their jobs following the strike remain on Hormel's preferential list.

NAMPU petitioned the NLRB for an election and urged Hormel workers to vote either for "no union" or for NAMPU. Instead, packinghouse workers sent the message that they "are united and are looking to the future with solidarity and optimism," said UFCW Vice President Joseph Hansen.

The victory is "a vote of confidence in the efforts of Local 9's officers to rebuild the local union following the strike and trusteeship," said UFCW Packinghouse Director Phillip L. Immesote.

The NLRB challenged 311 ballots, including those of 259 former workers on the plant's preferential hiring list. About half of those workers on the list were Local 9 supporters, President John T. Anker said.

Hansen said the UFCW local conducted a "positive campaign" in the face of NAMPU's efforts to convince workers to vote out Local 9.

NAMPU also was rebuffed in a raid last year on UFCW Local 540 in Plainview, Tex. NAMPU has no contracts covering workers in the packinghouse industry, the UFCW said.

NATCA gives big yes vote to contract

The National Air Traffic Controllers Association overwhelmingly ratified a new contract with the Federal Aviation Administration. The agreement is effective May 31.

The settlement marks the first time since 1981 that air traffic controllers have been covered by a union contract.

NATCA members approved the three-year agreement by a 3,920-748 margin, with about 68 percent of the membership voting.

The contract provides for work breaks after two hours at the control screens and protections against employer retribution for reporting problems in the system.

Bereavement and parental leave programs were added, along with a part-time work option covering pregnancy, disability, returning to school and other conditions. The agreement also establishes a pilot program on alternative and flexible work schedules and gives a NATCA representative the right to participate in government safety investigations of accidents where controllers may be involved.

NATCA President R. Steve Bell said controllers now know "where we stand, what our rights are and what is to be expected from both management and labor. In many respects this contract represents a new beginning for both the FAA and the controllers."

Xerox contract pursues quality of work goals

Rochester, N.Y. A new three-year contract between Xerox Corp. and the Clothing & Textile Workers, covering 3,800 production, maintenance and distribution employees, was approved by a 3-1 margin. It includes language on the concept of continuing quality improvement, raises wages, enhances job security and lifts retirement benefits.

New contract language commits both the company and the union to quality improvement and the position of quality coordinator was established to oversee its implementation through a joint labor-management committee.

The job security clause specifies that no employees on the payroll prior to Mar. 20 will be laid off during the contract, including about 1,000 workers hired in the past six months, noted Anthony Costanza, manager of ACTWU's Rochester Joint Board.

The agreement, which expires Mar. 22, 1992, provides a 6-percent lump-sum payment the first year; a 3-percent pay increase and resumes the cost-of-living adjustment in the second year, and continues COLA in the third year along with a 1.5 percent wage raise and 3.5 percent lump-sum payment. The base rate at the beginning of the contract averaged $14.26 an hour.

Xerox raised its matching contribution to employees' 401(k) funds from 25 cents to 35 cents for each dollar, up to 4 percent of the worker's annual wages. Profit sharing payout was improved from 6.5 percent to 10 percent, the sickness and accident benefit was raised from 75 to 80 percent of straight-time pay and a joint committee will study ways to provide child care.

FOCUS

Child Care for Working Families

This article is excerpted from testimony to the Senate Finance Committee by AFSCME President Gerald W. McEntee, the AFL-CIO vice president who chairs the committee on family concerns.

Over the last several decades we have witnessed a dramatic rise in the demand for high quality, affordable child care in this country as more and more women with children began working outside the home. Since the mid-1960s, the number of women working has more than doubled.

More than half of all married mothers with infants under the age of one are now in the workforce. Two out of three working women are either the sole support for their families or have husbands whose annual salary is less than $15,000. And by the mid-1990s two-thirds of women with preschool children and three-quarters with school age children will be employed.

The need and demand for an adequate child care system in this country is clear. And we must begin to do something about it.

Last fall, Peter Hart and Linda DuVal conducted a post-election survey of over 1,000 registered voters for AFSCME. The results of that survey showed that a majority of all voters—54 percent—say that federal programs to provide funding assistance for working parents and to establish standards for child care are an important investment that should be started now.

In addition, more than one third of all voting Americans—37 percent—would be willing to pay more in taxes for this investment. For those voters aged 18 to 34, the group most likely to have young children, over half said they would support having their taxes raised to improve child care.

A survey by Louis Harris & Associates also indicates national support for federal involvement in child care. Thirty-eight percent of those surveyed



The Act for Better Child Care. . . addresses the three issues of affordability, availability and quality.



thought the child care system was working ''not very well'' or ''not well at all.'' Ninety-seven percent of the parents surveyed cited the quality of child care as a key concern. According to the poll, poor parents are not only concerned about the quality of child care, but tend to pay as much as wealthy families for quality child care.

The need for quality, affordable child care is pervasive throughout the country. The demand is tremendous. The question before us today is what should the federal government do to best meet the needs and demands of our working parents and their children?

To be successful, any federal child care initiative must address the three issues of availability, affordability and quality. There is simply not enough child care to meet the critical demand of working parents. In addition to the short supply, the child care that is available is prohibitively expensive and cannot be afforded by many, if not most, working families. And finally, there is the issue of quality. Because of the high cost and lack of quality child care, many parents are forced to choose between working or providing their children with poor quality care.

This committee is currently considering a number of tax credit proposals designed to ease the burden on poor and lower-income working families. We support expansion of the Earned Income and Dependent Care Tax Credits. We need to look carefully at each of the proposals before you and determine which best serves the working poor in our country. We stand ready to work with you to develop and support a viable tax credit package. Let us look at the major proposals before the committee.

We believe an expanded earned income tax credit (EITC) would greatly benefit the working poor. By increasing the EITC through adjustments for family size and restructuring the dependent care credit, as well as making it refundable, it would help ease the financial burden on low-income families. But the legislation does not address the critical issues of quality and supply of child care.

The Bush proposal would provide low-income families with some financial assistance for child care by creating a new $1,000 payment or tax credit for each child under four and making the dependent care tax credit refundable. By limiting the new credit to children under the age of four, millions of families with children age four and older who desperately need child care assistance would be denied any financial relief. School-age children need before and after school supervision, particularly, in urban areas where the influence of drugs and gangs can ruin a young person's life. The Bush proposal also fails to address the issues of the quality of child care or its supply.

While we support expansion of the EITC and Dependent Care Tax Credits, we do not consider these measures to be child care proposals. We would oppose any attempt to use tax credits as a substitute for comprehensive child care legislation.

We strongly support S.5, the Act for Better Child Care. The ABC bill is the only legislation being considered by the Senate that adequately addresses the three issues of affordability, availability and quality.

''We must ensure that all parents —no matter what their income— have access to care that promotes the healthy development and well-being of their children. . .''

While expanded and refundable tax credits will provide some financial assistance to working parents seeking out-of-home child care, they will not provide much help when the demand for child care exceeds the supply by as much as three to one as it does in places like Seattle, Des Moines, Iowa, and Washtenaw County, Mich. Nor will tax credits protect families forced to use child care that is unlicensed and unsafe as in Fairfax County Virginia, where an unlicensed day care provider used poison to keep a child quiet.

Tax credits do not directly increase the supply of child care and they do not set standards needed to ensure that quality care is provided. Moreover, given the high cost of infant care—which exceeds $3,000 per child per year in most urban areas—low income families cannot afford to pay for the cost of care out of their pockets. They need direct assistance and the tax credits provide little or no help in solving this problem.

With regard to child care availability, we must quickly expand our woefully inadequate child care infrastructure. We need to provide states with grants and loans to initiate and expand child care programs, to build new facilities and to recruit and train new family day care providers. The ABC bill will accomplish this. The various tax credit plans are simply not designed to address the supply problem.

On the issue of child care quality, we must ensure that all parents—no matter what their income—have access to care that promotes the healthy development and well-being of their children and does not place their lives in jeopardy. To do this, we must develop and enforce federal standards for care and require states and providers to meet these standards. We have set federal standards for nursing home care for seniors and the disabled. Our children deserve at least the same assurances of quality.

In addition, we must recognize that quality child care is highly dependent on the quality of the child care worker. We must raise the status of the child care profession by improving the compensation provided to child care workers. The recent report of the Task Force on Children of the National Governors Association states that steps must be taken ''to increase salaries in the child care industry. Salaries for child care workers are notoriously and artificially low, resulting in very high turnover, which is detrimental to the stability of the centers and the children.''

Current salaries for child care workers are abysmally low, and few workers receive fringe benefits. Even in New York state, child care workers are dramatically underpaid. Outside of New York City, the average annual salary for a head child care teacher in New York is less than $12,000. An assistant averages under $9,000.

In order to raise the compensation of child care workers to attract qualified people and reduce turnover, we should require states to encourage adequate salaries and use federal funds to help address this problem. In addition, we should mandate that child care workers receive a minimum number of hours of inservice training each year.

The ABC bill addresses quality of care through standards, requiring staff training and encouraging increases in worker salaries. Again, tax credits do not address these issues.

Finding quality and affordable child care is one of the most important problems facing working families in America. Financial assistance through tax credits, by itself, simply does not solve this problem for most low- and middle-income families. We need comprehensive legislation that not only includes funds to assist families in paying their child care expenses, but also increases the supply of child care facilities and ensures that quality care is provided.

The ABC bill is the only legislation before the Senate that accomplishes these purposes.

Most states lacking on jobless benefits

State legislatures made few changes in unemployment compensation programs for 1989. Maximum weekly benefits increased in a number of jurisdictions but thousands of jobless workers continue to be denied compensation by states' restrictive eligibility requirements and filing practices.

AFL-CIO benefits specialist James Ellenberger noted that third quarter 1988 data—the latest figures available—show that just 27.7 percent of the short-term jobless—those unemployed for 26 weeks or less—received benefits. In 10 states, fewer than 20 percent of unemployed workers received any benefits—ranging from 12 percent in South Dakota to 19 percent in Florida and Kentucky.

Another 22 states paid benefits to 20-29 percent of jobless workers. Just two states paid benefits to at least half of the unemployed—Massachusetts at 54 percent and Rhode Island at 78 percent.

Seven states—Alabama, Arizona, Maryland, Mississippi, Missouri, Tennessee and Virginia—voted to raise jobless benefits this year. Maximum weekly payments or dependent benefits were increased in 30 other states. Weekly benefits in Louisiana were cut by $10 to $181 and maximum payments in 14 other jurisdictions remained constant. Weekly jobless pay for individuals ranges from a low of $134 in Nebraska to a high of $283 in Washington, D.C.

But the average weekly benefit workers received in 1988 was much lower than the maximum allowed, Ellenberger pointed out. In Kentucky, the average benefit was $113—the lowest in the nation. Jurisdictions paying the highest actual benefits included Massachusetts, $194; Washington, D.C., $186, and Michigan, $182. Only 20 states paid weekly benefits of $150 or more.

Missouri was the only state to overhaul its jobless compensation program, by modifying financing and employer contribution provisions and stiffening qualifying requirements. Other changes included:

- Three states—Alabama, Rhode Island and Massachusetts—expanded job search assistance projects, with Massachusetts establishing a three-year program to aid eligible self-employed persons.
- In Kansas, a temporary short-time compensation program was established, allowing persons working shortened schedules to avert layoffs to collect benefits, and New York extended its short-time compensation program.

Unemployment Insurance Under State Laws

	Jurisdiction (Ranked Highest to Lowest) by Maximum Benefit Within Regions)	Maximum Weekly Benefits[2]	Average Weekly Benefit Paid for Total Unemployment FY '88[1]	Average Weekly Wages in Covered Employment[5]	Average Weekly Benefit as a Percentage of Average Weekly Wages[4] FY '88[1]	Percent of Unemployed Receiving Regular Benefits[1]	Regular Duration of Benefits by Weeks[3]	Percentage of Claimants Who Exhausted Benefits FY '88	Average Employer Tax Rate, 1988 (Estimated) Percentage of Taxable Payrolls 1988	Average Employer Tax Rate, 1988 (Estimated) Percentage of Total Payrolls 1988	Taxable Wage Base
	United States	$ —	$144	$400	35%	28%	—	29%	2.4%	1.0%	$ 7,000
Region I	Michigan	263	182	447	41	29	15-26	30	4.2	1.6	9,500
	Wisconsin	200	148	366	40	30	1-26	23	3.6	1.7	10,500
	Illinois	187-244	151	431	34	25	26	35	3.2	1.2	9,000
	Indiana	96-161	104	378	27	17	9-26	23	1.4	0.5	7,000
Region II	Kansas	210	162	354	46	31	10-26	33	2.5	1.1	8,000
	Arkansas	209	125	316	39	25	10-26	25	2.5	1.2	7,500
	Oklahoma	197	142	354	41	17	20-26	33	2.7	1.1	9,200
	Missouri	150	118	376	32	27	11-26	27	1.7	0.7	7,000
Region III	District of Columbia	283	186	508	37	43	17-26	48	2.0	0.6	8,000
	Pennsylvania	266-274	163	395	40	36	16-26	21	4.2	1.6	8,000
	West Virginia	225	142	362	39	21	26	26	4.1	1.7	8,000
	Delaware	205	165	404	44	40	18-26	14	2.7	1.0	8,500
	Maryland	205	157	401	39	22	26	23	1.5	0.4	7,000
	Virginia	176	133	378	36	17	12-26	17	1.1	0.4	7,000
Region IV	Texas	210	159	393	40	18	13-26	39	3.7	1.3	9,000
	Louisiana	181	131	359	34	20	12-26	45	3.7	1.7	8,500
	Mississippi	145	100	303	33	24	13-26	30	1.2	0.5	7,000
Region V	North Carolina	228	131	345	40	37	13-26	15	0.9	0.5	10,700
	Florida	200	137	358	38	19	10-26	36	.09	0.4	7,000
	Georgia	165	127	379	34	20	12-26	21	1.5	0.6	7,500
	South Carolina	147	109	332	34	28	15-26	20	1.9	0.8	7,000
	Alabama	145	101	346	29	23	11-26	21	1.6	0.7	8,000
Region VI	Hawaii	239	166	361	46	42	26	21	1.2	0.6	18,600
	Nevada	184	145	375	39	28	12-26	24	1.5	0.9	12,600
	California	166	122	445	28	39	12-26	32	2.3	0.8	7,000
Region VII	New Jersey	258	177	465	38	44	15-26	33	2.1	1.0	12,800
	New York	180	143	483	30	41	26	32	2.8	0.8	7,000
	Puerto Rico	110	77	221	35	6	20	52	5.4	2.9	7,000
Region VIII	Massachusetts	255-382	194	441	44	54	10-30	29	2.1	0.7	7,000
	Rhode Island	240-300	163	367	44	78	12-26	23	3.0	1.7	12,800
	Connecticut	234-284	176	477	36	39	26	16	1.9	0.6	7,100
	Maine	171-256	139	335	42	38	11-26	20	2.5	1.0	7,000
	Vermont	169	132	342	38	45	26	14	3.3	1.5	8,000
	New Hampshire	156	125	380	33	18	26	2	0.7	0.3	7,000
Region IX	Oregon	229	146	362	41	35	6-26	23	3.0	1.9	15,000
	Washington	209	151	385	39	41	16-30	28	3.8	2.2	15,600
	Idaho	193	136	324	41	36	10-26	30	3.0	2.0	16,800
	Alaska	188-260	157	537	29	38	16-26	47	4.4	3.0	20,900
	Montana	185	130	309	40	27	8-26	34	1.9	1.4	12,800
Region X	Ohio	169-268	152	396	38	24	20-26	25	3.4	1.3	8,000
	Kentucky	166	113	346	33	19	15-26	20	2.6	1.1	8,000
	Tennessee	155	104	352	30	28	12-26	26	1.6	0.6	7,000
Region XI	Colorado	214	158	402	39	22	8-26	32	2.1	0.9	10,000
	Utah	208	157	346	44	23	10-26	30	1.5	0.9	13,600
	Wyoming	200	159	358	44	21	12-26	31	3.3	1.8	10,400
	New Mexico	166	122	335	36	19	19-26	36	1.8	1.0	11,100
	Arizona	145	121	376	32	21	12-26	30	1.4	0.6	7,000
Region XII	Minnesota	254	181	396	44	30	10-26	31	2.4	1.2	12,200
	North Dakota	183	133	307	41	23	12-26	41	3.1	1.8	11,200
	Iowa	174-214	148	333	44	22	11-26	26	2.9	1.5	11,500
	South Dakota	140	121	281	40	12	18-26	12	0.8	0.4	7,000
	Nebraska	134	117	317	36	22	20-26	25	1.5	0.5	7,000

[1] Fiscal year ending September 1988—latest data available.
[2] Where two figures are shown, the larger includes maximum dependents' allowances.
[3] Where two figures are shown, the lower represents the shortest possible duration. In most states this is the entitlement of a claimant with minimum weekly benefits and minimum qualifying wages.
[4] Maximum weekly benefit is a specified percentage of average weekly covered wages and is computed annually, or in a few States semi-annually. Since the base year used for setting the maximum is not necessarily calendar 1988, the percentage figures may vary from statutory percentages.
[5] For the twelve months ending March 1988.

Conferees explore avenues to rekindle civil rights drive

Trade unionists from across the nation reaffirmed labor's commitment to the civil rights struggle at the annual AFL-CIO Civil Rights Institute, and pledged to overcome the flames of prejudice fueled throughout this decade by Reagan Administration policies.

Representatives of 26 unions participated in the five-day institute held at the George Meany Center for Labor Studies. Richard Womack, director of the AFL-CIO Civil Rights Dept., said that the "most visible signs of discrimination have been removed, but prejudice is very much alive and well. Our focus as unionists must be to enhance the working lives of our members and our communities."

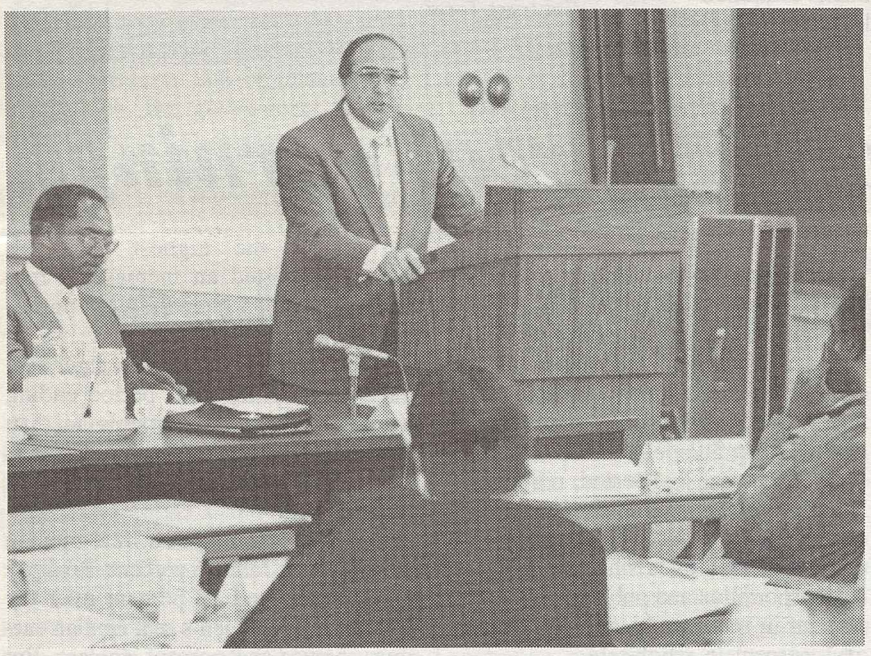
Womack also urged the delegates to press for favorable Senate action on the House-passed legislation that would extend the Martin Luther King Jr. Federal Holiday Commission for five years and authorize an annual appropriation of $300,000 so it can continue its educational mandate. The bill will come before the Senate on May 1.

Electrical Workers President John J. Barry recalled the gains made by labor and civil rights activists since the 1963 March on Washington. Barry underscored the enormity of preparing tomorrow's largely female, minority workforce for the jobs of future, noting this must be done against the backdrop of the destructive Reagan Administration policies that undercut needed programs.

Government Employees President John Sturdivant traced labor's response to the challenge of economic equality to the Kennedy-Johnson years. President Reagan's efforts in aiding the economic polarization of the country turned back the clock of social progress by 50 years, Sturdivant said, and his judicial appointments can continue to rollback legal decisions even longer.

Other presentations included:

- An update on affirmative action and Supreme Court's decision striking down a Richmond, Va., program to assure minority contractors a fairer share of the city's construction contracts.
- A report on the April 28 Workers Memorial Day, federal job safety and health standards, AIDS in the workplace and court challenges to employer drug testing.
- Information on civil rights and economic justice legislation, such as the Americans with Disabilities Act, Family & Medical Leave Act, and the minimum wage compromise bill.



TCU Vice President Jack Otero sums up emphasis of the five-day Civil Rights Institute. Federation Civil Rights Director Richard Womack is at left.



OPEIU Local 30 members picket a City of Hope fund-raising event.

City of Hope rift festers

Los Angeles

Clerical workers at the City of Hope, members of the Office & Professional Employees, expanded their yearlong boycott by picketing the medical research facility's annual bazaar. The action followed the workers' rejection of management's meager contract offer by a 2-1 margin.

The more than 300 clericals, who work at the City of Hope Medical Center in Duarte, Calif., and at a downtown Los Angeles office, have been working without a contract for two years.

At the "Town Fair Bazaar," the OPEIU Local 30 members were joined by other unionists in leafletting the 4,000 shoppers at this year's charity sale, letting them know about medical center's "uncharitable" side.

The shoppers learned that the City of Hope's anti-union campaign had unilaterally implemented a new contract in January 1987, adding five hours to the work week. The net effect for most workers was be a 10.5-percent drop in pay, more than $1 an hour.

The City of Hope is on the AFL-CIO national boycott list and the Industrial Union Dept.'s Dishonor Roll.

Organized labor had been a major supporter of the City of Hope for more than 50 years, helping it grow from a tuberculosis sanitorium into a major research facility.

Iowa AFSCME pact brings gains for 20,000 workers

Des Moines, Iowa

More than 20,000 Iowa state employees, who belong to AFSCME, voted overwhelmingly for a new two-year contract that provides an 8.5 percent pay increase.

The agreement calls for a 3.5 percent wage raise on July 1 and a 5 percent in July 1990.

Improvements were made in provisions covering overtime, layoff notice, grievance procedures and leaves of absence, as well as language covering specific departments.

A number of job classifications were upgraded and a joint pay grade committee will be set up to study and recommend upgrades.

Building Trades craft growth agenda

3,000 leaders carry legislative message to Capitol Hill

The nation's building trades workers and their unions are looking to the future with optimism that a period of retrenchment is past and that the organized segment of the construction industry is on a growth track.

That was the mood at the three-day annual conference of the AFL-CIO Building & Construction Trades Dept. More than 3,000 local and state leaders lobbied for labor's programs, heard from a galaxy of national leaders, and took part in workshops ranging from construction safety to the department's special project of raising funds for diabetes research.

BCTD President Robert A. Georgine sounded a "Building for the Future" theme in his keynote address.

He prodded union contractors to expand their share of the market. And he called on the department's 15 affiliated unions to work together to "organize new contractors, who will provide healthy competition within the context of fair wages, benefits and working conditions."

Both Georgine and AFL-CIO President Lane Kirkland spoke of the trade union movement's solidarity behind Eastern Air Lines' employees who are battling corporate scavenger Frank Lorenzo.

"These workers gave us all a lesson in solidarity," Georgine said. The same unity is needed, he urged, as the building trades take on "our own Frank Lorenzos."

Building trades workers have walked the picket lines with Eastern strikers, Kirkland noted, and their unions have contributed to the Fairness at Eastern Fund.

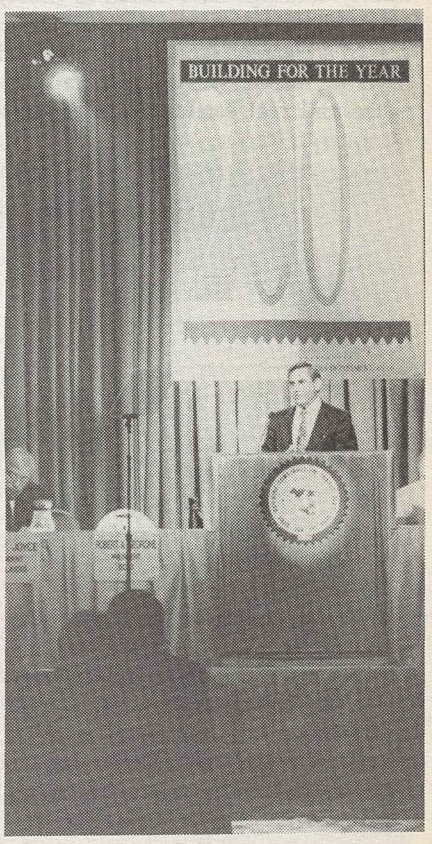
"Working American men and women will not stand idly by while a corporate raider and notorious union-buster tries to strip their brothers and sisters of pride and dignity," Kirkland told the delegates.

Delegates heard from the President Bush and Labor Sec. Elizabeth Dole, and from leading members of Congress including House Speaker Jim Wright (D-Tex.) and Senate Majority Leader George J. Mitchell (D-Me.).

Bush got his biggest applause when he promised the delegates that he would not make any anti-labor appointments to the National Labor Relations Board. His appointees would be "knowledgeable individuals, whose neutrality and integrity are above reproach," Bush pledged.

Wright, who kept his date with the building trades despite the pressures of the House inquiry into his finances, was greeted with a prolonged ovation that left him deeply moved.

Wright, who has championed labor's causes during his tenure in Congress, responded to cheers with an appreciative "Thank you." From the audience, a delegate shouted back, "You deserve it." That touched off a new ovation.



BCTD President Robert Georgine keynotes annual legislative conference.

Data

Foreign trade deficit widens

Near-record level imports pushed the February trade deficit to $10.5 billion, up nearly $2 billion over the previous month, the Commerce Dept. reported.

Imports surged to $39.4 billion—up or 5.3 percent from the January level—with capital goods, autos and consumer goods imports expanding and industrial supplies, food and raw beverage materials declining. Exports inched slightly ahead to $28.9 billion—up five-tenths of 1 percent from January.

So far this year, imports of manufactured goods are well above the 1988 level at $59.1 billion. Exports increased to $41 billion over the year-ago period. And the trade gap with Japan—the nation accounting for most of the February imports—increased 4 percent over the year-ago period.

In February, manufactured goods imports increased to $30.6 billion, up from $28.5 billion the previous month. Manufacturing exports rose to $21.1 billion from $19.1 billion in January. Top exports included civilian aircraft, data processing equipment and office machinery, cars and chemicals.

AFL-CIO international economist Mark Anderson said the February report again demonstrates that the government cannot count on exports alone to reduce the U.S. trade deficit.

"Obviously, exports alone won't do it and even convincing other nations to open their markets and eliminate barriers to U.S. goods is not enough," he said. "We need to negotiate agreements with other countries that will reduce the existing imbalances. Exports are insufficient to that task," Anderson added.

In addition to a growing trade gap with Japan, the United States widened its deficit with other nations. The shortfall with the European Economic Community was $624 million, following a $46 million surplus in January.

The February report is based on the customs value of goods—the only method used by the Commerce Dept. for the 1989 reports—as opposed to calculations which included freight, insurance and other costs, or CIF value. The customs only value decreases the trade gap by about $1.5 billion from a CIF level of $12 billion.

The 1989 trade gap is running at an annual rate of $115 billion. Last year, under the CIF standard, the trade shortfall was $134 billion. But using the customs standard, the 1988 trade gap registered $119 billion. Economists estimated that for each $1 billion in the trade deficit 25,000 U.S. jobs are wiped out.

Statistics at a glance

Consumer Prices

	Mar. '88-Mar. '89	Feb. '88-Mar. '89
All Prices (CPI-W)	5.0%	0.5%
Food	6.7%	0.7%
Housing	3.6%	0.3%
Medical Care	7.3%	0.5%

Workers' Earnings

	Mar. '88-Mar. '89	Feb. '88-Mar. '89
Real Average Weekly Earnings		
All Private Industry	–0.8%	–0.1%
Manufacturing	–1.6%	–0.7%

Housing Construction

	1986	1987	1988	Jan. '89-Mar. '89*
Housing Starts	1,805,000	1,620,000	1,488,000	1,517,000

*Annual Rate

Negotiated Wage Increases

Major Collective Bargaining Settlements First Quarter 1989	
Gains in First Year	3.2%
Annual Gains over Contract Term	3.1%

Rising prices erode workers' real earnings

A five-tenths of 1 percent hike in the consumer price index in March continued the downward push on real earnings. The one-tenth of 1 percent drop in real earnings came on the heels of a nearly 1 percent decline the previous month, the Bureau of Labor Statistics reported.

Real earnings have fallen in four of the past five months—the exception a slight one-tenth of 1 percent increase in January—and are down eight-tenths of 1 percent over the year-ago period. And over the past ten years, real earnings have plunged 11.1 percent, AFL-CIO economist Anne Draper said.

Draper also pointed out that real hourly earnings have fallen in nearly every major industry over the year-ago period and called that report more bad news for workers. Only insurance, finance and real estate, and low-wage service jobs showed a slight increase.

In the first quarter, inflation rose at an annual rate of 6.1 percent, the fastest pace since a 6.3 percent jump in the January-March 1987 period. Even excluding food and oil prices—items economists consider to be more unstable and changeable—consumer prices jumped four-tenths of 1 percent in March. The CPI for 1988 was 4.4 percent.

Gasoline prices jumped 2.2 percent—up 5.3 percent over the year-ago period—and heating oil rose 1.3 percent. Food prices increased seven-tenths of 1 percent—up 6.7 percent over the year period—and shelter costs rose five-tenths of 1 percent. Apparel prices jumped 1.4 percent.

Average weekly earnings advanced four-tenths of 1 percent last month—and were ahead 4.1 percent over the year-ago period—but those increases were negated by the jump in consumer costs.

Over the year period, working families have seen medical costs increase 7.3 percent, public transportation 5 percent, clothing up 4 percent and new cars up 3.2 percent.

Over the year-ago period, real weakly earnings of nonsupervisory workers dropped 1.9 percent in construction, 1.6 percent in manufacturing, 1.5 percent in transportation and public utilities, 2.1 percent in retail trade and eight-tenths of 1 percent in wholesale.

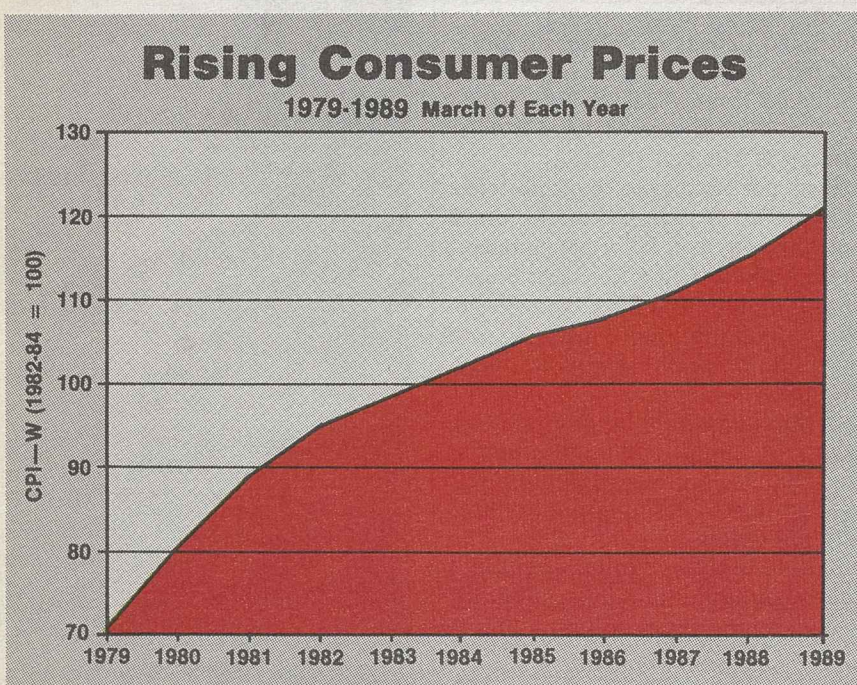
Only the finance and service sectors posted a slight increase since March 1988.

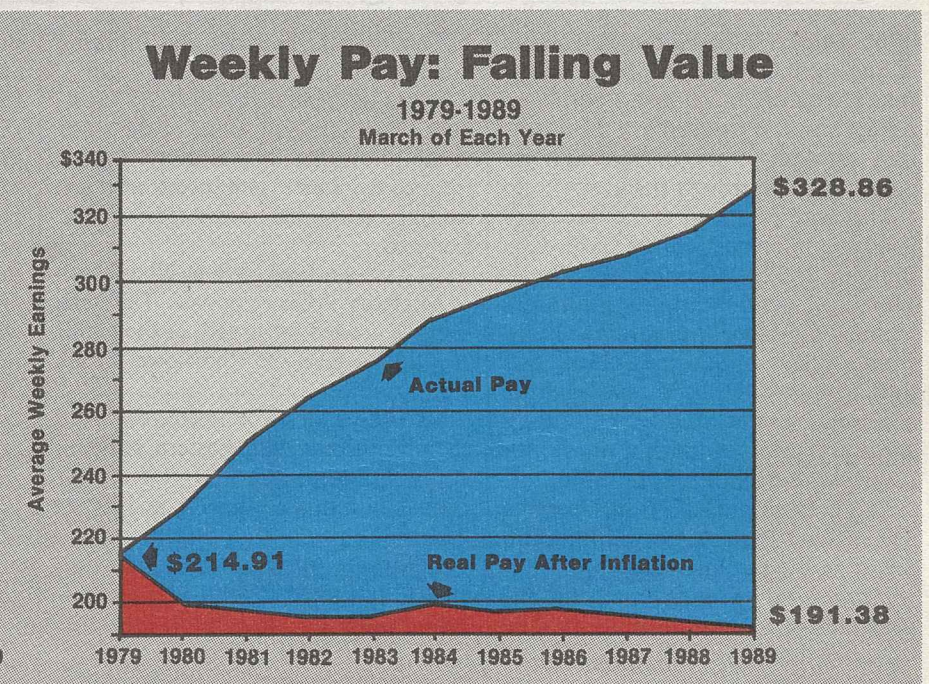
In a separate report, BLS said that real median weekly earnings for the first quarter of 1989 were 1.7 percent below the year-ago period. Only workers in the highest paid job categories posted an increase in real median earnings over the year period ending March 1989.

Both women and men saw their real wages drop in the year period ending March 1989, with women's median earnings falling three-tenths of 1 percent and men's declining by eight-tenths of 1 percent.

Over the past 10 years, real median earnings have fallen 6 percent. Real pay for men dropped 12 percent over the decade while women's real median earnings showed an 8 percent increase. But women's median pay remained stuck at 70 percent of men's, BLS said.

Median weekly wages for services workers—in current dollars—dropped four-tenths of 1 percent over the year period while technical and sales workers posted a 3.2 percent increase.





Source: Bureau of Labor Statistics

Resources

EARLY 1989 AFL-CIO TESTIMONY

Eastern emergency board

AFL-CIO President Lane Kirkland testified before the House Aviation Subcommittee on the need for Congress to establish a fact-finding emergency board—as called for under the Railway Labor Act—that would work to reach a settlement in the Eastern Air Lines dispute.

Bankruptcy law revisions

The federal bankruptcy code should be amended to close loopholes and to ensure that airline workers can rely on the protections of the Railway Labor Act during their company's financial reorganization, Air Line Pilots President Henry Duffy told the Senate Judiciary Committee. Duffy also supported a revision of the code that would make parent companies liable for the debts of subsidiaries that have filed for Chapter 11 protections.

Government trusteeship of unions

The AFL-CIO shares the government's objective to keep the trade union movement free of corrupt influences and demands vigorous and measured law enforcement when necessary, AFL-CIO President Lane Kirkland told the Senate Permanent Subcommittee on Investigations. But government trusteeship of a private association—as in the federal government's drive to take over the Teamsters—is fundamentally illegitimate.

1989 economic outlook

Henry B. Schechter, deputy director of the AFL-CIO Dept. of Economic Research, outlined the federation's perspective on the economy before the House Banking, Finance & Urban Affairs Committee emphasized how union members will be affected.

Better child care

AFSCME President Gerald W. McEntee's testimony, which appears on pages 6-7 of this issue, stressed the need for federal child care programs before the Senate Finance Committee.

International aid and development

In testimony before the House Foreign Affairs Committee, Executive Director William C. Doherty of the American Institute for Free Labor Development presented the AFL-CIO's assessment of foreign aid.

OTHER PRINT MATERIALS

Reuther: A Daughter Strikes is a loving tribute to UAW pioneer Walter Reuther by his youngest daughter. Elisabeth R. Dickmeyer writes of her father's courage and his belief that the labor movement could "improve the quality of the whole society."

Dickmeyer mixes the familiar, public accounts of UAW history with a personal perspective of the Reuther era. Her family story is told with pride and a daughter's love.

The 375-page volume is available for $21.95, or $14.95 in softcover, from Spelman Publishers Division, Box 3333, Farmington Hills, Mich. 48333.

Working Together is an AFL-CIO guide on workers with disabilities, including community resources, bargaining for contract language, needed legislative measures and the federation's longstanding partnership with the President's Committee on Employment of People with Disabilities. Single copies free, bulk rates available.

Growing job losses in service industries is the subject of a new report by 9to5, the National Association of Working Women. **White Collar Displacements: Job Erosion in the Service Sector** points out that 47 percent of workers who lost jobs between 1983-88 were in service industries. The publication also explores the impact of new technologies on service workers. The report is available from 9to5, 614 Superior Ave., N.W., Cleveland, Ohio 44113, at a cost of $13 for members, $23 for nonmembers.

FILMS and VIDEOS

Advance Notice & Worker Retaining is a 30-minute video and slide presentation produced by the Human Resources Development Institute on the requirements for advance notice to workers of plant closings and federal retraining programs. The cost of the video is $15, the accompanying handbook $25 and 35 millimeter slides and script, $50.

More information is available from HRDI, AFL-CIO Room 405, 815 16th St., N.W. Washington, D.C. 20006. 202/638-3912.

Stress Testing on the Job is a 60-minute program to train union committees in effective ways to respond to job stress. Divided into four segments, the video explores the physical and emotional toll that stress takes on workers and outlines ways stewards can handle a stress-related grievance. Produced by the Communications Workers. Rental $5.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Film and video rentals are available from the AFL-CIO Education Dept., Room 407, 815 16th St., N.W. Washington, D.C. 20006. Rental fees range from $5-$10. Orders are subject to availability and sufficient advance notice. The date the film or video is to be used must be included with the order.

Pennsylvania anti-scab law defended

Harrisburg, Pa.

A challenge by a Pennsylvania manufacturing firm and the U.S. Chamber of Commerce to a state law prohibiting unfair strike-breaking tactics has been met head on by State Attorney Gen. Ernest Preate Jr. (R).

Preate petitioned the federal court here to add him as a defendant in the case which challenges the state's Strikebreakers Act. The law requires that companies give "adequate notice" to prospective employees that they will be taking jobs as scabs.

"As a named defendant, I as attorney general will be in the best position to vigorously defend the constitutionality of this important law," Preate said. He noted that while the state wanted to maintain a positive business climate, it must also preserve "balance and fairness in the collective bargaining process."

In December 1986, Machinists at Bardane Mfg. Co. struck the firm after failing to reach an agreement. Bardane advertised for scabs but did not tell applicants that a strike was underway until their job interviews. As Lackawanna County district attorney, Preate charged Bardane with a criminal violation of the Strikebreakers Act, pointing out that the firm did not provide adequate notice of the labor dispute.

The U.S. Chamber of Commerce joined Bardane in a federal suit to void the state law as unconstitutionally vague and preempted by federal statutes. Preate and the State AFL-CIO were included as defendants. But upon taking office as state attorney general, Preate was removed as a defendant. He petitioned the district court "because I want to be a defendant in this case along with the working men and women of Pennsylvania who would be victimized by an adverse ruling."

"Unfair strikebreaking tactics have no place in Pennsylvania. It was for that reason that the legislature adopted the Strikebreakers Act. I believe the legislature acted wisely and constitutionally and I am committeed as attorney general to defend the act," he said.

NLRB sets proper units for hospital union

Continued from Page 1

The current board's 4-1 decision recognizing the differences among the jobs of various hospital employees, won praise from unions in the health care field.

John J. Sweeney, president of the Service Employees and chairman of the AFL-CIO Executive Council's health care committee, said the new rules "basically level the playing field and give workers a fair chance to improve their wages and benefits through the same collective bargaining process enjoyed by other workers."

Gerald W. McEntee, president of AFSCME, said the decision "is good for health care workers and it's good for the health care industry. The 6 million unorganized workers in the health care field will now be able to more readily exercise their rights to organize and join unions."

In addition to the SEIU and AFSCME, unions involved in the board's proceedings included the Food & Commercial Workers, UAW, Steelworkers, Machinists, Teachers, Teamsters, Hospital & Health Care Employees and Retail, Wholesale & Dept. Store Union.

In asking the court to block the new rule, the AHA claimed they would "result in unreasonable governmental interference with labor relations and hospital management," and could lead to "more frequent strikes, jurisdictional disputes, wage whipsawing and unit fragmentation."

Sweeney disputed such claims, noting that the court challenge came from "the same hospitals who've given us runaway health care costs." He accused management of attempting to "scapegoat health care workers by falsely raising the spectre of increased costs."

"We find it inconceivable," the SEIU president said, "that hospital administrators, with all the problems they face, can even contemplate spending scarce resources in an attempt to continue the current confusing and unpredictable situation surrounding appropriate units" for employee organizing.

Hospital workers were first brought under protection of the National Labor Relations Act in 1974, spurring healthy organizing efforts. Five years ago, however, the labor board began handing down decisions that resulted in confusion over what constituted "appropriate bargaining units," encouraging employers to thwart union elections.

Newsmakers

JOSE A. CADIZ was elected president and **VALENTIN HERNANDEZ** secretary-treasurer at a special convention of the Puerto Rico AFL-CIO. Conducting the elections was past Federation President **HIPOLITO MARCANO,** who served in the top post for more than 25 years. **CLIFFORD DEPIN,** who retired as secretary-treasurer, is now a regional director of the Ladies' Garment Workers.

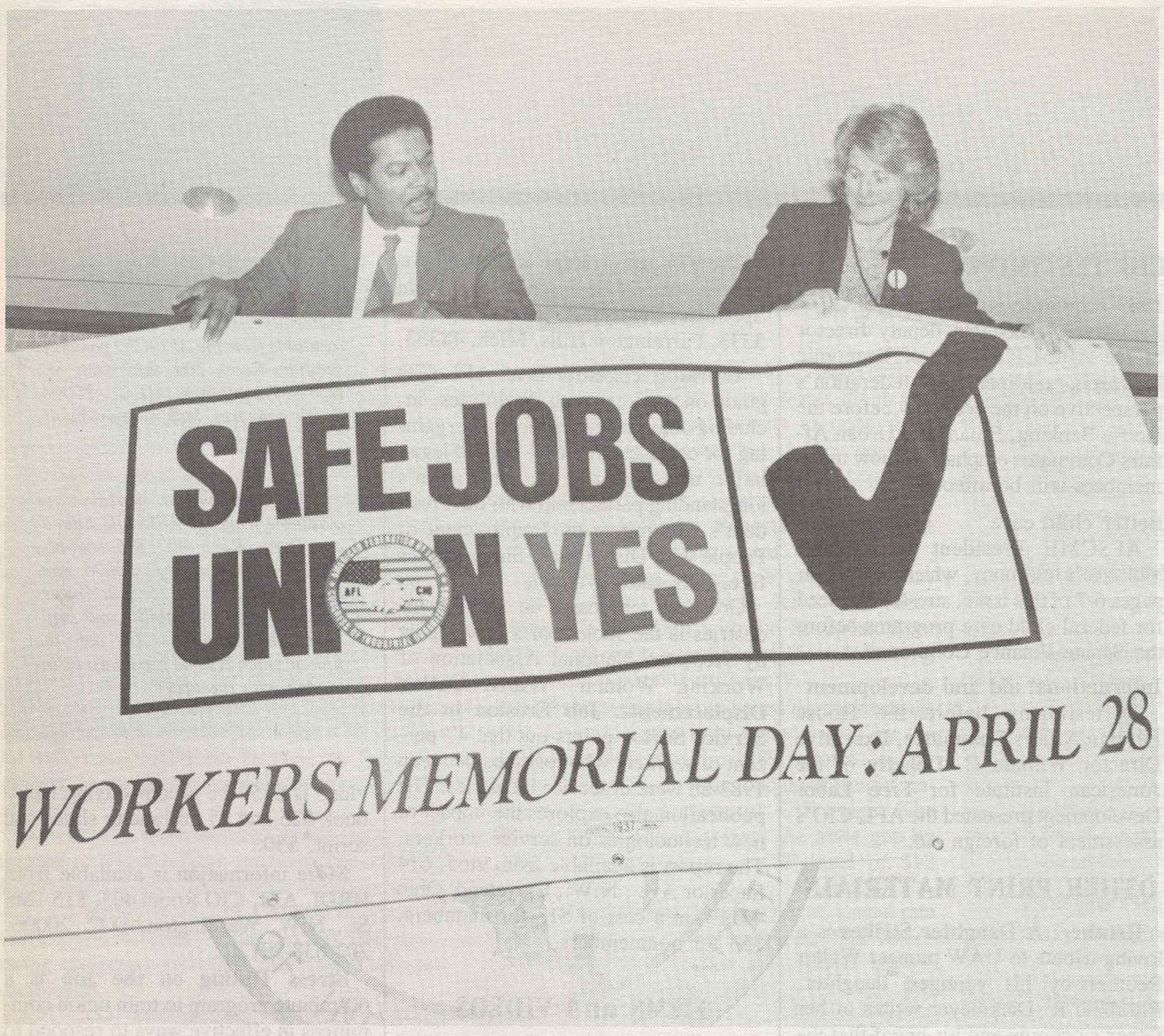
OBITUARIES

HARRY GOLDBERG, a retired AFL-CIO international affairs representative who helped nurture free unions in Europe and Asia, died Apr. 14. He was 87.

From 1951, when he was first associated with the AFL Free Trade Union Committee, until his retirement from the AFL-CIO in 1976, Goldberg worked with democratic unions resisting both fascist and communist takeover attempts.

CLARENCE LEROY PALMER, an AFL-CIO field representative from 1956 to 1970, died of heart failure Apr. 17 in Sandy, Utah. He was 83.

Palmer was president of the Mine, Mill & Smelting Workers Local 331 before being elected president of the Utah State CIO in 1943. He held that post until joining the federation field staff. He also served in the Utah legislature six years.



WORKERS MEMORIAL DAY: APRIL 28

Memorial observance

On the eve of Workers Memorial Day—labor's first national event honoring those who have been killed or injured on the job—AFL-CIO Field Rep. Ron Martin and Safety Director Peg Seminario unfurl a banner at federation headquarters. April 28 events were scheduled at more than 100 locations throughout the country.

Boston up next in meetings of state AFL-CIOs

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue conducted the first four of a dozen 1989 meetings with state federations.

State AFL-CIO officers and executive boards were updated on legislation, safety and health, communications and health care issues.

Participants are invited by the state federations.

The remaining schedule is:

Kirkland: June 5 in Columbus, Ohio; June 7 in Harrisburg, Pa., and Aug. 1 in Los Angeles.

Donahue: May 10 in Boston; May 23 in Denver; June 1 in Minneapolis; June 6 in Seattle and July 25 in Austin, Tex.

Kirkland addressed state AFL-CIO leaders of Florida, New York and Missouri, while Donahue met with the Illinois AFL-CIO.

At each of the day-long sessions, participants were told of the effectiveness of labor efforts at Eastern Air Lines, the historic triumph of Solidarnosc in Poland and the Exxon Oil Co.'s use of nonunion ship officers in the Alaskan oil spill.

Kirkland and Donahue answered questions from participants that cover a range of topics from local union affiliations and legislative action to elections and federation policies and programs.

Since 1981, AFL-CIO officers and staff have met annually with state and local federation leaders.

INSIDE

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AFL-CIO NEWS

1 **Hospital unit rule will aid organizing**
Unions hail new National Labor Relations Board rule setting the makeup of hospital bargaining units as a stimulant to organizing.

3 **Labor seeks ban on pension raids**
Curbs should be placed on corporate raiding of workers' pension funds to finance takeover activities, the AFL-CIO testified before Congress.

4 **Solidarnosc wins, challenges ahead**
Victorious Solidarnosc now has the chance to resolve Poland's serious problems. The AFL-CIO blasts preferential trade treatment for Malaysia.

5 **Daily picks GCIU, NATCA ratifies pact**
Gannett newspaper workers in Vermont voted in the Graphic Communications Union, and the Air Traffic Controllers ratified their first contract since 1981.

8 **Jobless benefit laws basically unchanged**
Few changes were made in jobless compensation laws by state legislatures: only 27.7 percent of the unemployed received benefits in 1988.

10 **Real earnings drop, trade gap widens**
Workers' real earnings continued downward in March as retail prices increased. The nation's trade deficit widened to $10.5 billion in February.

UNION YES

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FOCUS

AFL-CIO RESOLVED

AFL-CIO Executive Council actions at its May 1989 meeting are on Pages 8 and 9.

AFL-CIO NEWS

VOLUME 34, NUMBER 10 MAY 13, 1989

Court receives bids to get Eastern flying

By Candice Johnson

Prospective buyers submitted their bids for Eastern Air Lines to the federal bankruptcy court this week as Judge Burton F. Lifland pressed for a way to return the carrier to full operation as soon as possible.

Proposals were submitted May 10 by William R. Howard, former chairman of Piedmont Air Lines in conjunction with Prudential-Bache Securities and Jay Pritzker, owner of the Hyatt hotel chain. Joseph Ritchie, who heads a Chicago options firm, also planned to submit a bid. Air West Inc. and Donald Trump bid only for the air shuttle route.

The bids will be reviewed by the bankruptcy court which has had the question of appointing a trustee since soon after bankruptcy was filed March 9. The Machinists struck March 4.

The unions say a trustee is needed to prevent Lorenzo from jettisoning a purchase at the last minute as he did the offer from Peter Ueberroth.

In his report to the court, examiner David Shapiro said Frank Lorenzo's way of running Eastern and Continental "as separate subsidiaries may have been justifiable from a business standpoint, but it had given rise to a web of personal and financial relationships" that could be the basis of "substantial conflicts of interests in this case."

The Pilots called the May 10 bids a sharp contrast to Eastern's attempt to downsize the carriers by selling off more routes, gates and planes.

"Eastern's plan, which calls for the sale of most of Eastern's assets, would leave us with an airline lacking the components necessary to keep itself in operation," said Capt. John J. Bavis, who heads the union's Master Executive Council for Eastern pilots. But the new offers "present the bankruptcy court and the creditors committee with tangible, viable alternatives that could get Eastern back in the air," he said.

The unions are ready to resume flying, with ALPA President Henry Duffy describing the earlier wage-benefit agreement with Ueberroth as a "suitcase that's all packed and ready to go" when the new buyer is.

Meanwhile, union members continue to rally around the Pilots, Machinists and Transport Workers attendants. They staff picket lines at Eastern and Continental facilities, hold fund-raising drives and in-plant collections and distribute leaflets urging passengers not to fly Eastern or Continental.

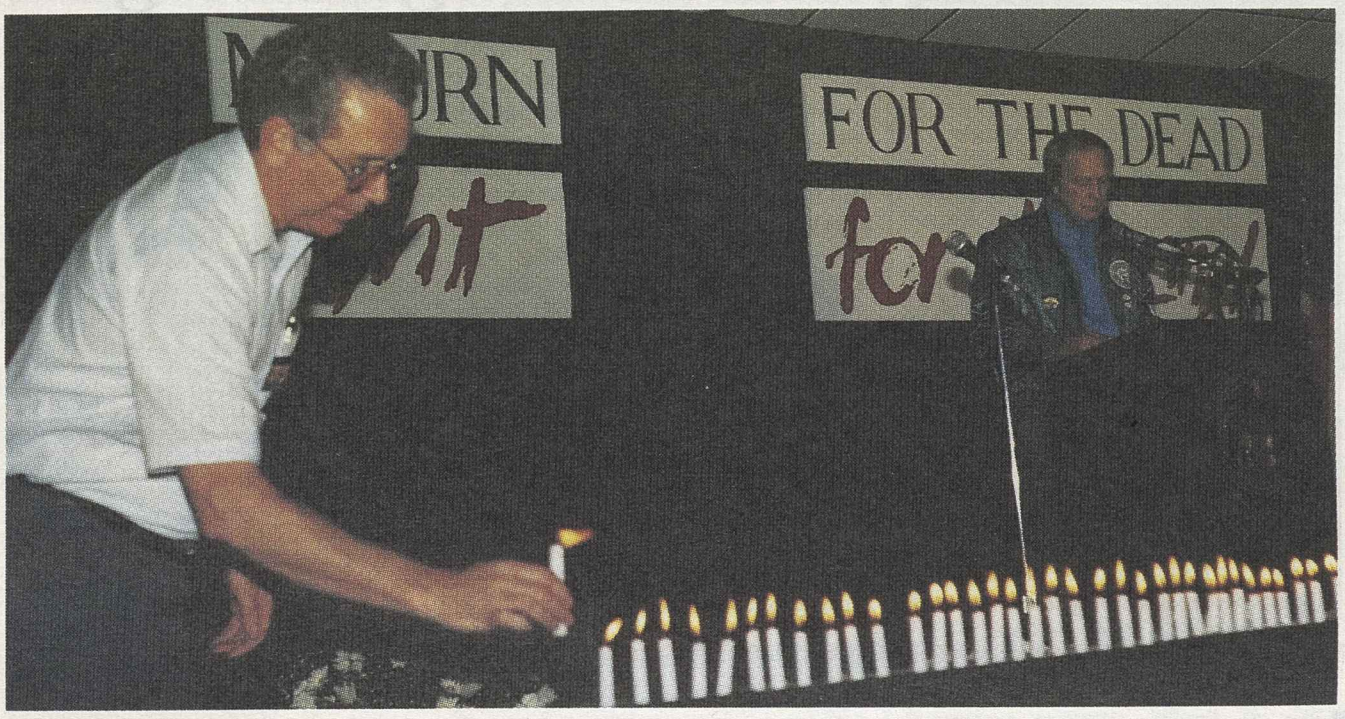
The AFL-CIO instituted a contribution "checkoff" to enable union staff to expand donations to the AFL-CIO Fairness at Eastern Fund. More than $1.15 million of the funds collected—about $1.2 million to date—have been disbursed by the three-union committee.

For each allocation, the unions voted a majority of funds to the TWU to meet members' emergency needs.

Working with the federation's community services network, the Michigan and Ohio AFL-CIOs are organizing a long-distance food drive. On May 23, a semi-tractor trailer—arranged by Edgar Scribner, president of the Detroit AFL-CIO and a Teamster—will roll out of Saginaw, Mich., and head for Atlanta with food collected at job sites throughout Michigan and Ohio.

The Cleveland Teamsters are supplying a 40-foot truck—the Blue Goose—which will leave Ohio for Atlanta around May 31, after stops in Akron and Canton. The Chicago AFL-CIO is coordinating a long-distance food drive, scheduled to leave the city by early June.

In other areas, community service representatives—with the help of the Teamsters, Steelworkers, Clothing & Textile Workers, UAW and other unions—are organizing food drives with shipments headed for Miami, Newark and Boston.



Labor pays tribute to worker victims

From Maine to Hawaii, union members by the thousands turned out to pay tribute to the victims of occupational injuries, illnesses and death in the first Workers Memorial Day. In Cincinnati, candles representing workers killed on the job were blown out one-by-one as the names were read. Rallies, vigils, memorial services and other events all showed workers' concern about safety and health on the job. Story and more photos on Pages 6 and 7.

Minimum wage fight nears veto override showdown

The last days of May are likely to be the first days of the major minimum wage battle that has loomed since the beginning of the 101st Congress.

Movement toward that showdown began May 11 as the House voted 247-172 to approve the conference report on minimum wage legislation that raises the current $3.35 rate to $4.55 by 1991. The House outcome varied by only one vote from the original vote for passage.

The Senate was expected to take up the conference report the week of May 15, perhaps as early as Tuesday, May 16. The Senate earlier passed the measure by a 62-37 margin. Like the House vote, that's short of the two-thirds necessary to override a veto.

And veto it is expected to be.

President Bush has said he will veto any bill raising the minimum to more than $4.25—a consistent "my way or no way" stance by the White House.

In preparation, the AFL-CIO conducted a telephone conference call May 9 during which minimum wage sponsors Sen. Edward Kennedy (D-Mass.) and Rep. Augustus Hawkins (D-Calif.) talked with 50 trade unionists including 20 state AFL-CIO officers.

Urging votes to override a veto will also be the message in an AFL-CIO radio advertising campaign in targeted congressional districts across the nation.

The conference language, like the House- and Senate-passed compromise,

See photo on Page 3

would raise the minimum wage in three yearly increments of 50 cents, 40 cents and 30 cents, bringing the rate to $4.55 an hour by 1991.

The current exemption for retail and service companies with annual gross income under $362,500 would be raised to $500,000.

A limited 60-day training wage would only apply to first-time workers. It would be pegged at $3.35 an hour for the first year, and would be raised to 85 percent of the minimum wage thereafter. One year after the final increase to $4.55, the training wage would be discontinued.

In contrast, the Bush proposal would only raise the wage rate by 30 cents a year, reaching a top rate of $4.25 a year in 1992.

Bush's training wage proposal would last a full six months and apply every time a worker started a new job, regardless of age or years of experience.

Children to help push for family needs

Executive Council spurs June 21 turnout for grassroots lobbying on Capitol Hill

By John R. Oravec

In a stepped-up campaign to win congressional passage of legislation vital to America's working families, the AFL-CIO and its affiliated unions are mustering a national children's lobby at the U.S. Capitol.

The June 21 Children's Day on the Hill rally is designed to draw congressional and nationwide attention on the need to enact labor-backed bills providing for family and medical leave as well as child care for working parents.

Planners of the open caucus are making arrangements to bring several thousand children along with parents to Washington to lobby their senators and House members.

In alerting all AFL-CIO affiliates, Federation President Lane Kirkland stressed that the council "has pledged its full support and will devote the time and resources to make this event a success."

To bolster labor-wide support for the day, the AFL-CIO Executive Council approved a $50,000 contribution in getting the ball rolling. Several affiliates immediately joined in with contributions ranging up to $25,000.



Sen. Edward Kennedy (D-Mass.) discusses minimum wage and other bills on labor's legislative agenda to aid working families with Executive Council members.

The lobby day stems from the work of the council's ad hoc Committee on the Needs of the Working Family. It comprises Federation Vice Presidents Gerald T. McEntee, chairman, Jay Mazur, Lenore Miller, John Sweeney and Lynn Williams.

Kirkland said a key element in the success of the lobby day will be the turnout of union members and children. Another element is keyed to the outpouring of grassroots support on the family legislative measure through petitions signed by children of working people from every state, Kirkland said.

He called on all unions to appoint a children's lobby coordinator. Federation Community Services Director Joe Velasquez is coordinating arrangements for the AFL-CIO.

At the May 2-3 sessions in Washington, the council adopted six statements, which appear on pages 8-9.

Presidents of the three Eastern Air Lines unions—William W. Winpisinger of the Machinists, Henry A. Duffy of the Air Line Pilots and George Leitz of the Transport Workers—briefed the council on the festering dispute with Eastern boss Frank Lorenzo. They expressed appreciation to federation affiliates for rallying wide support and contributing financial assistance to their members.

Kirkland reported that more than $1.2 million has already been collected and disbursed to workers in the first two months of the strike through the federation's Fairness at Eastern Fund. He noted that the union workers have received an outpouring of public support.

Duffy called on affiliates to prod Eastern's creditors—several major U.S. and foreign corporations—into pressuring Lorenzo to settle with the three unions.

The council approved the creation of the AFL-CIO Organizing Institute in a move to expand services and organizing assistance to affiliates. Richard Bensinger will serve as executive director with an institute board that includes Dick Wilson, director of Organization & Field Services.

The institute's immediate focus will be on strategic planning and analysis of union organizing campaigns, recruitment and coordinated training of new organizers, and development of associate member programs.

David Silberman, head of the Union Privilege Benefits Program, reported that proposals are under study to develop lower-cost life, health and auto insurance as well as mortgage and college loan programs. He said UPBP is ready to market test a savings deposit program that would pay union depositors higher rates of return than most banks provide.

A supplementary health insurance plan under study would guarantee union members full coverage during strikes and layoffs by paying nominal premiums while still working, Silberman said. He reported that some 2 million union members and their families are now making use of UPBP's lower-rate credit card system.

Continued on Page 9

New institute to study, bolster organizing

The AFL-CIO has launched an organizing institute charged with both the theoretical study and the practical application of the organizer's skills.

The institute will be directed by Richard Bensinger, 38, whose successful organizing innovations for the Clothing & Textile Workers have been adopted by other unions. Bensinger was directing associate membership efforts for the Union Privilege Benefits Corporation when named to the new post.

The institute was launched by the AFL-CIO Executive Council after a report by Service Employees President John Sweeney, chairman of the council's organizing committee.

Sweeney described the institute as embracing labor's needs in strategic planning and analysis of campaigns; recruitment and training of new organizers, including apprenticeships; coordination of field training for current organizers and development of associate member programs.

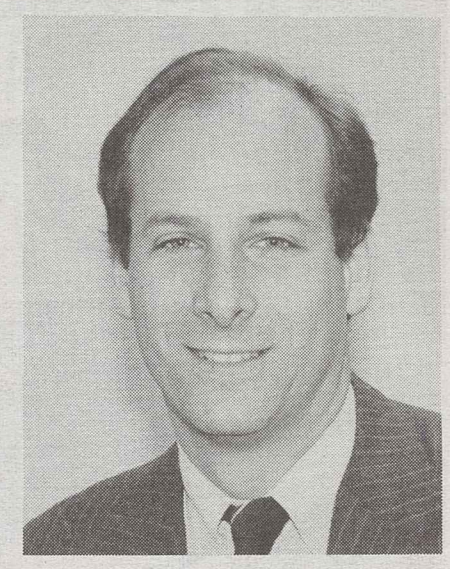
The institute will have two professional staff in addition to Bensinger and serve under a four-person board of directors. That board comprises AFL-CIO Organizing & Field Services Director Dick Wilson, George Meany Labor Studies Center Director Bob Pleasure and Union Privilege Benefits President David Silberman in addition to Bensinger.

In describing the 1974 addition of "field services" to the AFL-CIO's organizing department, federation President Lane Kirkland noted the inevitability of staff assignments to such vital undertakings as an Eastern Airlines strike or a Workers Memorial Day. The institute, on the other hand, can focus on organizing alone.

Thus Sweeney noted the institute will be available to the request of affiliated unions for strategic advice, "second opinions" on strategic options and postmortems on rights and wrongs.

Noting that multiple AFL-CIO unions have excellent organizers and organizing departments, Wilson stressed the institute's potential for pooling resources through exchange programs.

"For example," Wilson said, "one union may need extra organizers for a large campaign at the exact same time another affiliate wants to give apprentices the experience of working in such a campaign."



Richard Bensinger

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Senate near vote on Act for Better Child Care

Unions intent on advancing package of bills to help working families

The growing number of working mothers in this country has catapulted the need for better child care services high up on the nation's legislative agenda. S.5, the Act for Better Child Care (ABC) bill, may soon be considered by the full Senate.

The AFL-CIO considers the bill a means to help working parents by providing available, affordable quality care.

The bill is one of the major components of the package of family needs promoted by children's lobbying day June 21, when several thousand children and their parents will come to Capitol Hill.

American society and its workforce have changed dramatically. The traditional family—with a father who works and a mother who stays at home—now accounts for less than 10 percent of all households. The reality in modern America is that more than 10 million preschool children have mothers in the workforce. One out of every four families is headed by a single parent. And today, 51 percent of all mothers with children under the age of one work outside the home, up from 38 percent in 1980.

Most of these mothers work because of economic necessity, but whatever the reason, the fact that they are working has barely been acknowledged by employers, government and other social institutions. Only 3,000 out of 6 million American employers provide any child care help at all. State efforts are uneven, and federal commitment to child care has actually been weakened in recent years as spending for the Title XX Social Services Block Grants has been restrained.

In 1986 there were roughly 2.5 million child care slots in licensed facilities throughout the nation.

But some 36.2 million children belonged to families in which either the sole parent or both parents worked. Of these children, 10.5 million are under 6.

This shortfall in child care services has meant that many parents have had to choose between supporting their families or leaving their children in inadequate, and sometimes dangerous, child care situations.

The bill would authorize $2.5 billion for fiscal year 1990. Of these funds, 70 percent would be used for direct assistance to low-income working families, helping them to purchase child care from regulated facilities.

Of the remaining monies, 12 percent would go to increase the supply of care, 10 percent to upgrade quality and 8 percent would be used for program administration.

Changes urged in tax code to secure worker benefits

The AFL-CIO threw its support behind legislation to simplify current antidiscrimination rules for employee health benefit plans.

Testifying before the House Ways & Means Committee, legislative representative Calvin Johnson emphasized labor's support for Section 89 of the Internal Revenue Code, designed to prevent employers from "offering tax-subsidized benefits to executives, while providing little or no benefits to lower-wage employees."

But, the federation said, the changes mandated by the 1986 tax overhaul have led to complex IRS rules and delays in issuing guidelines that have created "an administrative nightmare" for union and management representatives administering such plans.

It's necessary to simplify Section 89, the committee was told, in order to provide "a fair antidiscrimination test designed to expose discriminatory practices, without placing undue burdens on companies that are providing decent benefits," Johnson told the committee.

The AFL-CIO proposed a series of changes in the pending bill to insure that working families are able to participate in benefits plans. It urged:

- Limiting deductibles to $250 for individuals and $500 for families, placing a ceiling of 20 percent on co-insurance, and imposing a $3,000 overall cap on total employee out-of-pocket expenses.
- Reducing the proposed premium-sharing level of $25 a week—$1,200 annually—for family coverage to prevent imposition of a "disproportionate" burden on low-wage workers.

"Many of our members who work as janitors, hospital orderlies, nurses aides, secretaries and retail clerks with average incomes of $12,000 could simply not afford to dedicate 10 percent of their take-home pay to health care," the AFL-CIO said. It called for premium levels of $3.27 for individuals and $8.30 for families—20 percent of the cost of a low-option benefit plan.

- Scaling back the plan to give highly compensated employees benefits worth 133 percent of those provided to other workers. This spread is "much too high," and would allow those at the top of the heap such additional benefits as a basic dental plan, wellness program, well-baby care, phsyical and occupational therapy, skilled nursing home care and home care. "We do not believe that Congress intends to encourage such a dramatic difference in benefit availability," the federation said, in urging a differential of only 120 percent.
- Establishing 20 hours of work as the yardstick for measuring coverage of part-time workers, instead of the 25 hours proposed by the committee. Since 1980, the AFL-CIO pointed out, the number of part-time workers has increased 40 percent. "Currently, 20 million individuals work part-time, 50 percent of them putting in 20 hours or more per week.

"Unless employees who work more than 20 hours per week are included in the nondiscrimination tests, more than one-half of them will continue to go without needed health care protection," the federation stressed. "This is particularly inappropriate in the service industry where part-time employees are an integral part of the workforce."



Rep. Augustus Hawkins (D-Calif.) joins in minimum wage teleconference linking state AFL-CIO officers, regional directors and headquarters staff with Hawkins and Sen. Edward Kennedy. AFL-CIO Legislative Director Robert McGlotten is at left.

Jenkins amendment needed in Caribbean Basin Initiative

On May 4, the House Ways & Means Subcommittee on Trade approved H.R. 1233, a permanent extension of the Caribbean Basin Initiative (CBI). Because of that region's reliance on export growth to promote economic development, the AFL-CIO has always been concerned about CBI legislation.

In a letter to subcommittee members, the AFL-CIO explained that while the federation supports efforts to aid economic development in the Caribbean, it could never support legislation which would cost American jobs by increasing imports into the United States.

Since 1980, over 163,000 U.S. apparel workers have lost their jobs to imports. As approved by the subcommittee, H.R. 1233 would promote imports by giving duty-free treatment to apparel from the CBI when it is made with U.S. cloth. This could cost an additional 90,000 domestic jobs over the next several years.

The bill would also allow the Administration to reduce the duty on apparel from non-U.S. cloth goods by 50 percent, thus insuring a further loss of both apparel and textile jobs.

In addition H.R. 1233 provides for increased duty-free access of leather goods and footwear into the country. Import penetration in these two industrial sectors is already at 80 percent.

Working with Rep. Ed Jenkins (D-Ga.), trade unionists have developed an alternative approach that would help CBI nations without harming U.S. workers. The Jenkins amendment, which will be offered in the full Ways & Means Committee, would "offset" increased CBI apparel imports by reducing apparel imports from other areas of the world.

If adopted, the Jenkins amendment allows for an increase in duty-free treatment and preferential access for CBI apparel, but only after the U.S. Trade Representative has certified that there have been successful negotiations that reduce apparel quota elsewhere in the world. The Jenkins amendment also removes the Administration authorization to reduce the duty on non-U.S. cloth apparel by 50 percent.

The AFL-CIO has also endorsed an amendment by Rep. Richard Gephardt (D-Mo.) which would retain the current CBI exclusion for shoes and leather goods.

Double-breasting bills introduced in Congress

Two anti-double-breasting bills have been introduced in the 101st Congress. These labor-supported bills, H.R. 931 and S. 807, sponsored by Rep. Bill Clay (D-Mo.) and Sen. Edward Kennedy (D-Mass.), would halt construction firms' evasion of union contracts through the practice of setting up phony, nonunion alter-egos.

The legislation specifies that multiple construction firms in the same geographic area be considered a single entity for collective bargaining purposes if they have common ownership, management or control. In addition, both bills would protect the long-standing practice of "pre-hire" agreements.

UNION NEWS

'Electronic picketing' unveiled at AT&T

Unions prepare May 27 plan to aid CWA, IBEW

Los Angeles

With a May 27 deadline for negotiations with the AT&T, delegates to the Communications Workers' convention fleshed out plans for ''electronic picketing,'' which the union is undertaking in coordination with the Electrical Workers and with the support of the entire labor movement.

And looking beyond the critical 1989 negotiations, CWA delegates voted a major change in the union's defense fund, setting up a flat $50 a week strike benefit beginning in 1992. The fund will continue to operate on a needs-basis to provide emergency relief to members on strike.

To finance the additional payouts, delegates ordered a 1 percent allocation from the union's portion of dues monies and a similar 1 percent from local dues. That allocation will increase to 2 percent for both in October 1991.

Weekly benefits will be paid to all those who participate in an authorized strike after a seven-day waiting period and will provide strikers with emergency medical, dental and optical care.

CWA President Morton Bahr, commenting on the lengthy debate that preceded the defense fund change, said the action ''assures that not a single member will have an excuse to go back to work because they can't pay the rent, buy food or make utility payments.''

In opening the convention, Bahr said that he and Electrical Workers President John J. Barry were prepared, if necessary, to ''picket the invisible electronic services offered by AT&T'' in order to get a fair and reasonable contract for their members. The two unions are coordinating their bargaining at AT&T this year for the first time.

Bahr pointed out that Barry was attending the AFL-CIO Executive Council meeting in Washington during the CWA convention to detail the concept of the electronic picketline. The CWA/IBEW picket line concept is described in the council action on Page 8.

CWA is also in negotiations with GTE at three separate locations, and will be negotiating with the regional Bell operating companies later this year.

Delegates learned something of the joys and sorrows of electronic picketing from Fred Pomeroy, president of the Communications & Electrical Workers of Canada, who told of his union's strike last year against Bell Canada. ''We should have worked to rule and wound the company down before walking out. . .We left the company a finely tuned machine when we struck. ''But,'' he said, ''electronic picketing takes a great deal of careful planning.''

Newspaper Guild President Charles B. Dale, whose union is part of the Newspaper Industry Coordinating Committee, along with CWA, told the convention that newspaper publishers are beginning to notice the newfound solidarity among unions.

Bahr, Sec.-Treas. James B. Booe and Executive Vice Presidents M.E. Nichols and Barbara J. Easterling were re-elected without opposition to three-year terms. Incumbent Vice President Walter F. Maulis of District 8 beat out two challengers.

T.O. Moses won elections as CWA Telecommunications vice president over incumbent John Browning. Brooks Sunkett of New Jersey was chosen the Public Worker vice president over incumbent Connie Bryant in a run-off election. A local president was eliminated in the initial balloting.

Elections for three officers of CWA's Printing, Publishing & Media Workers sector (formerly the Typographical Union), will be decided by a membership referendum later this year. Current sector President Robert S. McMichen plans to retire at the end of the year.

Writers Guild East votes to join AFL-CIO

New York

The Writers Guild of America, East voted to affiliate with the AFL-CIO as its 3,200 members were overwhelmingly in support of the action on May 10. Its bid for a charter goes to the AFL-CIO Executive Council for action.

The WGAE, an independent union since its founding in 1954, represents writers of primetime and daytime television shows, motion pictures and news writers at CBS, ABC and other stations.

Writers Guild Executive Director Mona Mangan said that ''fundamental changes in the entertainment and news industries'' prompted the union to consider affiliation. ''We believe that the resources of the AFL-CIO will provide us with additional strength in our future negotiations and will significantly help us in building on our past gains,'' Mangan said. The vote for affiliation carried by more than 80 percent.

AFL-CIO President Lane Kirkland, in welcoming the WGAE vote, said AFL-CIO affiliation means federation assistance ''when the Guild is in need of support.''

The guild had been independent union since its founding in 1954. It represents writers east of the Mississippi River. The affiliation action does not involve Writers Guild, West.

Screen Actors, AFTRA ratify early contracts

Los Angeles

Members of the Screen Actors and the Television & Radio Artists overwhelmingly ratified new three-year agreements with the Alliance of Motion Picture & Television Producers, which represents some 200 large and small producers.

The two unions, which bargained jointly, submitted their proposals to the producers two months before negotiations were slated to begin, citing a desire to avoid the production stoppages that occurred during the recent writers' strike. Bargaining concluded well ahead of the June 30 expiration date of current contracts.

The contracts, approved by a 97 percent vote—32,371 to 1,006, improve pay for special guest appearances on television shows, higher residual rates for network shows sold to cable stations, and a boost in the pay structure for shows sold to overseas markets. A labor-management commission will review the residual pay schedule.

In addition, the actors will get yearly 4 percent pay increases.

TWU approves second offer from American

Dallas

A package providing 22,000 Transport Workers more than $700 million in wage and benefit gains over a four-year period was hammered out in marathon bargaining with American Airlines.

The accord was reached after 16 straight days of federally mediated talks, capped by a 27-hour non-stop session with National Mediation Board Chairman Walter Wallace.

TWU members, who earlier had overwhelmingly rejected American's ''last and final'' offer because it failed to address the union's concerns over medical benefits and pay progressions, are in the process of voting on the contract by secret mail ballot.

The tentative agreement, endorsed by the TWU negotiating committee, gives lifetime job security for all employees hired prior to Jan. 1, 1987, and provides all members with a payment equal to 8 percent of gross wages for the period from Mar. 1, when the old contract expired, until May 12 when the new package is set to take effect.

NABET turns down proposal from ABC

Twelve of 18 Broadcast Employees & Technicians units rejected in a mail ballot referendum a contract offer from Capital Cities/ABC Inc.

NABET's negotiating committee recommended rejection of the offer because it didn't provide adequate job security. The ABC employees have been working without a contract since Mar. 31 when the previous agreement expired.

ACTWU Mississippi win follows 40-year struggle

Columbus, Miss.

A coordinated effort by four AFL-CIO affiliates ended with a big win for workers at the Seminole Manufacturing Co. who said ''union yes'' during an organizing drive.

By a 275-227 margin, the mostly female workforce at Seminole voted for representation by the Clothing & Textile Workers in a National Labor Relations Board election. They cited unfair work rules, high health insurance costs—including a $500 deductible per family member—and low wages as reasons for their seeking union family member—and low wages as reasons for seeking representation.

Joining in the organizing campaign were Electronic Workers, Teachers, Operating Engineers and ACTWU volunteers. With members of the in-plant committee, the unionists made more than 520 house calls.

''This victory goes way beyond the numbers involved,'' said Garry Ferraris, an ACTWU vice president. ''Our attempts to organize Seminole in Mississippi go back 40 years,'' he said, noting that the organizing success was one of the biggest wins in the Southern clothing industry in recent years. He credited the in-plant organizing committee with the victory, stressing that it ''really took ownership of the campaign.''

ACTWU organizers worked closely with IUE representatives who had begun an earlier drive at Seminole. Both during and after the campaign, workers and organizers met in the IUE local hall. The hall is named for Ed Blair, who was wounded as he picketed.

USWA wins restorations at Bethlehem

Pittsburgh

The Steelworkers reached tentative agreement with Bethlehem Steel Corp., winning back wage concessions made in 1982 to help the industry stave off foreign competition.

The landmark contract with the nation's second largest steelmaker also establishes a joint union-management career development program—funded by $300,000 a month from Bethlehem—to provide for worker education, training and development.

And it creates a National Policy for Steel Committee to develop and support ''both traditional and innovative means for achieving sustained profitability in the industry,'' according to the union.

A new holiday in the future will be Workers Memorial Day. The new contract restored three holidays.

USWA President Lynn Williams praised the pact as ''a farsighted agreement'' that recognizes the ''major sacrifices'' USWA members made to help Bethlehem regain its economic footing. He also hailed the provision for creating a mechanism to meet the challenges of increased global competition and to correct national policies that drove the steel industry into a depression in the 1980s.

Steelworkers agreed to 10-percent wage cuts in 1982, with the understanding that they would be restored in steps between 1984 and 1986. But in face of continuing problems from imports, they accepted 8.1-percent pay cuts three years ago.

The 50-month contract was approved by presidents of 21 locals, subject to ratification by the union's executive board and a secret ballot vote of the 20,000 USWA members at five Bethlehem plants in Indiana, Maryland and Pennsylvania.

The Bethlehem agreement could serve as a pattern for contracts with three other steel companies—Armco, Inland Steel and National Steel—where negotiations currently are under way.

Old Style Hierarchy Disappears at Xerox

Employee involvement, the labor-management cooperation process between Clothing & Textile Workers Local 14-A and Xerox Corp. at the firm's massive plant in Webster, N.Y., got off to a bumpy start. Established with contractual changes in the union's 1980 collective bargaining agreement, the concept was born only after corporate management became alarmed over a sharp drop in market share for the main Xerox product line—office copiers. Japanese competitors were the primary concern.

In the 1970s, Xerox went from controlling 90 percent of the market to less than 50 percent.

Today, the company's market share against Japanese competitors is growing steadily, and despite layoffs and bumps and grinds that accompanied the Reagan recession in the early 1980s, ACTWU's 3,800-member unit is about 1,200 larger than it was when cooperative processes were first negotiated.

The experience prompted ACTWU President Jack Sheinkman to issue a call to American industry to take note that the "old style hierarchy system will no longer work and neither will asking employees to work at unsatisfying and unfulfilling jobs."

The Xerox experience, "was born on the manufacturing floor by our people," he said, adding:

"The old model left untapped enormous resources, but in today's highly competitive world, we must tap these resources. To do that, we must have the joint support of both the company and the union if employee involvement is to work. There must be a commitment of all the parties involved."

Still, in 1982 there were skeptics on both the union and management side, until the process actually was tested under fire. That was when the company decided to go to an outside vendor for the wire harness assemblies used in its copy machines. At the time, most union members were convinced, says Carmine Sofia, a worker in the wire assembly unit, that "management was only going to give us just enough rope to hang ourselves."

The challenge for the union was to drive down production costs to keep wire harness assembly work in-house.

A task team of six workers, one manager and an engineer was selected from the 100 who volunteered. Virtually every worker in the unit applied. The team was given six months to find ways to cut in-house costs.

At stake for the union were 180 jobs; for the company, a $3.2 million estimated savings by outside vendors.

The team had a lot of leeway, says Paul Leuzzi, ACTWU's general shop chairman at Xerox.

When the deadline arrived, the team had proposed additional automation and job design changes, consolidation of some jobs and new equipment. They recommended cutting the amount of factory floor space, and stabilized human resources by suggesting the company hire temporaries when production peak periods demanded.

Sofia says the plan cut the cost differential between vendor and in-house production by 30 percent, and achieved a benchmark in quality that the subcontractor could not meet. Ninety-five percent of the recommendations that were subsequently adopted came from the union.

Some 4,000 union members are employed at the 12,000 acre factory at Webster, near Rochester. Contract compliance, grievances and the day-to-day operations of labor relations are kept meticulously separate from the cooperative processes. Still, ACTWU is an involved partner and neither the union nor Xerox would have it any other way.

For example, Leuzzi notes, the union sits as part of the Executive Policy Group that "can veto proposals by a task team if either the labor or management side feels those proposals might be off base," he explains.

Tony Costanza, formerly general chairman for the local and now an ACTWU international vice president, is credited by the current local leadership for much of the program's success. One of the measures of that success has been a dramatic drop off in grievances.

Before Costanza says, "we spent 90 percent of our time on 10 percent of the membership. Now we spend 90 percent of our time with 90 percent of the members."

Grievances dwindling

To illustrate the point, Leuzzi pulls out the grievance file for 1976. It is a foot thick. By contrast, the 1988 file is less than three inches.

Employee involvement is the basis for the company's marketing slogan: "Team Xerox." Everything from personnel decisions to product design is run through the units affected.

After nearly 10 years of experience, the employee involvement process has become formalized, but each side wants it to remain flexible enough to respond to changing conditions.

The formal structure includes the Forum, where Xerox corporate personnel—including the CEO—sit down with Costanza, Leuzzi, Business Representative Howard Ware, and one or more of the unit chairs—depending on the agenda of the Forum.

The second operational level in the process is the Monroe County Joint Policy Planning Committee which brings together the vice president of manufacturing, the director of labor relations and the top leadership of Local 14-A, along with Costanza.

Just below these groups, there are seven Policy Advisory Committees (PACs), representing each component of the Webster plant. Meeting as often as twice a month, these committees—with equal representation from labor and management—function as clearing houses for problems and as a planning group for ongoing involvement programs. The committees coordinate the activities of the fundamental employee involvement units: Business Area Work Groups, or BAWGs.

Autonomous, or boss-free work groups, proliferate in the production units. Foremen are one of the first "frills" to go when cost cutting becomes a priority.

In the fabrication shop, where 500 workers staff three shifts around the clock, there is only one boss in charge of all three shifts.

Like the wire assembly operation, units in the fabrication shop were targeted in 1983 to be outsourced. The task group that grew out of that challenge included Leon LaClair.

"We were told we were 49 percent 'non-competitive'. The group took the problem head on. We went to Switzerland and toured similar plants in the U.S.," LaClair said.

The group's findings were a bit unsettling. Cost cutting would involve the purchase of expensive new equipment that the team had tested in various trade shows they toured.

Even more troubling, the team found that a key supplier of raw materials was providing faulty merchandise.

"We cut a big chunk of our losses simply by changing suppliers," LaClair said.

Once the innovations were in place, not only had the team fended off the threat of lost jobs, the unit had become a "quality certified" or "benchmark" supplier, part of Xerox's elaborate system of quality standards. Through that system, Xerox constantly seeks out and rates facilities whose production quality, costs and delivery times are the best available. A certified quality vendor, by Xerox standards, can be one of its own units, a competitor, an unrelated business, or a supplier.

As evidence of the company's commitment to maintain quality, LaClair points out a row of $160,000 precision turning machines and a pair of $382,000 lathes that produce the rollers and bars used in Xerox copiers. The task team found that equipment and remodeled their work patterns to achieve the savings the company wanted. In the process, the unit has achieved a quality standard of zero defects.

But a continuing irritant to ACTWU members is the handing over to subcontractors of information developed by task teams.

Frank Liberatore, unit chair for the fabrication and testing units, says the idea of constant competition against cost and quality factors is worrisome, "but it is a fact of life."

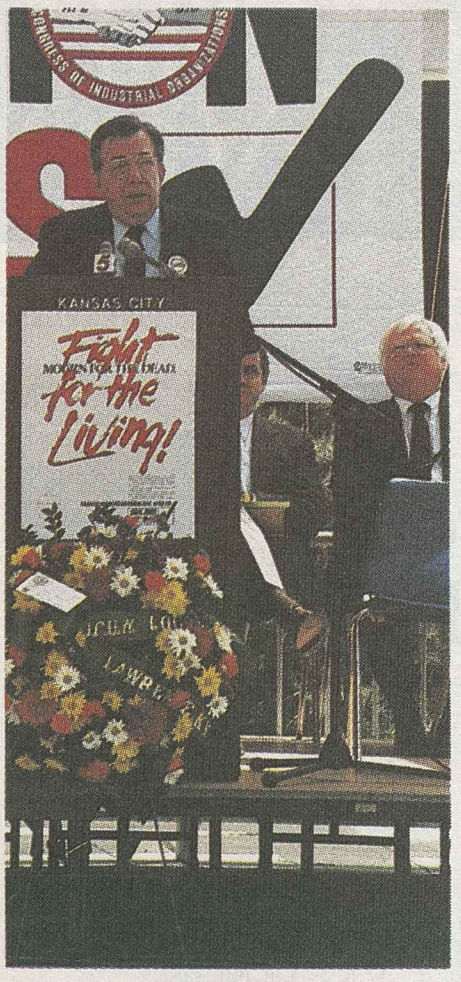
In 1987, while the wire assembly task team worked to find new cost cutting strategies, Xerox outsourced half the plant's wire harnesses to Mexico.

But when the team came in with its recommendations, the company abandoned the Matamoros operation and once again returned the work to the Webster facility.

"The Mexican supplier could not meet the critical quality standards which our workers have been meeting and exceeding from the beginning of this wire harness work," shop representative Gary Bonadonna said.

"The fact that we have now been able to achieve virtual cost parity is one of the clearest illustrations ever of the power of our members' innovation and creativity. That kind of parity with a wage that is so totally out of line with U.S. wages cannot be achieved by 'hands working faster'. It can only come from the ideas our people give," Costanza says.

While Xerox management continues to press for productivity innovations, the union is supplying additional creative genius to spread the wealth to the bargaining unit, including an experimental "gain sharing" program of up to $300 to individual members of "quality pool" teams that meet or exceed pre-set quality and cost targets.



Kirkland at Kansas City vigil.



More than 1,000 workers turned out for noontime rally in New York City.

Labor pays tribute to workplace victims

First Workers Memorial Day spurs call for tougher safety and health laws

By Arlee C. Green

The bells tolled and flags were lowered to half-staff across America as trade unionists gathered in 100 cities on Apr. 28 for the first Workers Memorial Day—a day to pay tribute to the victims of the workplace by calling for stronger, fully enforced job safety and health laws.

Tens of thousands of workers marked the loss of other workers' lives in heartfelt ways—from a rally in Rumford, Me., to the snuffing out of candles in Cincinnati and playing of taps by the Letter Carriers band at the Salt Lake City, Utah, Union Labor Center.

A memorial service in Honolulu honored Clarabelle "C.B." Lansing, a Flight Attendant who died when the roof ripped off of an Aloha Airlines flight on Apr. 28, 1988.

The most poignant and solemn moments occurred when the seemingly endless list of names of workers killed on the job were read. Tears were the order of the day.

In Kansas City, six Fire Fighters who died in a mammoth explosion at a construction site last Nov. 29, were remembered. Karen Oldham, one of the widows, tearfully read the names of those who died and pleaded that the city immediately authorize and support a hazardous materials response team in the fire department.

Labor Sec. Elizabeth Dole, in a letter to AFL-CIO President Lane Kirkland, expressed her support for organized labor's "special tribute" to those American workers who have lost their lives while on the job. "One life lost at the workplace is too many," she said, pledging to "use all the resources at our disposal" to assure health and safety regulations are issued and enforced.

In Cincinnati, Steelworkers President Lynn R. Williams told workers, "One more worker will die on the job before we finish this ceremony. Some would have us believe it's unavoidable—that risk on the job is a price we must pay. We have no use for them. We must fight for better laws and standards."

Williams, chairman of the AFL-CIO Executive Council's Committee on Occupational Health and Safety, pointed out that "we are gathered down the road from the Fernald Dept. of Energy plant where radiation and toxic waste are a ticking time bomb. . .that threatens the health and lives of workers and the community." As the names of workers killed on the job were read, a candle was blown out and a bell chimed once.

In his report to the Executive Council on May 3, Williams noted that more than half the states and dozens of cities had issued proclamations declaring Apr. 28 as Workers Memorial Day. Many of the workers unable to attend the events stopped to observe a moment of silence—in offices, factories, construction sites and aboard the buses in many communities.

Williams paid tribute to the organizational and promotional skills of Peg Seminario, the AFL-CIO safety director who coordinated the national effort with the help of AFL-CIO staffers Diane Factor and Ron Martin.

Service Employees President John J. Sweeney spoke to a crowd of 150 on the steps of the Labor Dept. in Washington. He stressed that the Reagan-Bush Administration cut OSHA and dumped on the backs of workers "the tragic burden of jobsite hazards."

Sheet Metal Workers President Edward J. Carlough told the audience of the tragic impact asbestos has had on his members and read a letter from a member unable to attend the rally because of shortness of breath from an asbestos-caused disease.

More than 1,000 participated in the New York City rally at the site of the 1911 Triangle Shirtwaist Co. fire that killed 146 garment workers. Seminario urged a redoubling of efforts to get workers the "right to act," now that they have won the right to know about toxic chemicals in the workplace. New York transit workers stopped their buses for a Workers Memorial Day minute of silence.

In Omaha, Neb., more than 200 workers attended a rally where Sen. Bob Kerrey (D) urged them not to forget those who have been injured on the job. "These are people who have been disabled in their places of employment and we must stand up and fight for each and every one of them," he said.

Union members in Atlanta held a memorial service at the Machinists' strike headquarters at Hartsfield International Airport, a collection of tents and a small stage on a vacant lot. State AFL-CIO President Herbert Mabry urged that workers' compensation responsibility be turned over to the federal government, as Georgia has the lowest benefits in the nation. State Sen. Gary Parker called working conditions across the nation intolerable. "We are sick and tired of being sick and tired," he said.

In Boston, 300 workers heard State Labor Sec. Paul Eustace call for a stronger OSHA law, saying worker safety "has got to be taken more seriously by state and federal legislators."

At Bridgeport, Conn., where 28 workers died in an April 1987 building collapse, State AFL-CIO President John Olsen told the crowd of 600 that "every 47 minutes someone dies on the job." A bell tolled 30 times—the number of workers killed on an average workday. Rep. Christopher Shays (R) said, "The sad fact is, murder in the workplace is legal."

At Willow Island, W.Va., workers held a memorial service at the site where 51 construction workers were killed on Apr. 27, 1978, when scaffolding at a Monongahela Power Co. cooling tower collapsed.

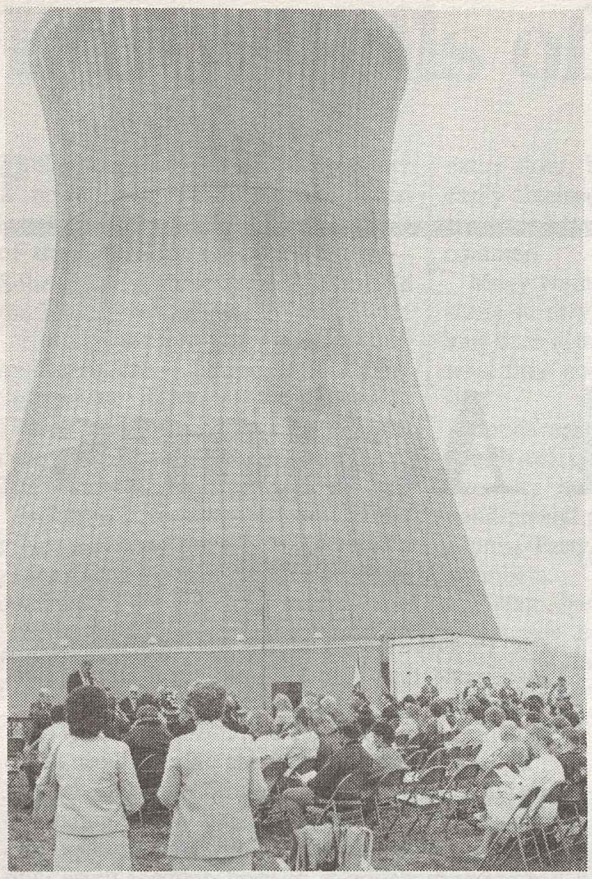
About 350 workers held a rally at Electrical Workers Local 357 hall in Las Vegas, Nev., to honor workplace victims, including the two workers who died and some 300 persons who were injured in the mammoth explosion on May 4, 1988, in Henderson, at a rocket fuel plant. The state Senate Commerce & Labor Committee that day passed a bill to double occupational safety violations fines and to improve access to industrial safety records.

In Baltimore, AFSCME Sec.-Treas. William Lucy told workers, "We die one at a time without being noticed. . . .but we are determined not to be invisible anymore." Sen. Paul Sarbanes (D-Md.) said the neglect of job safety needs apparently stems from the "attitude that workers are machines to be used up and thrown away."

In Richmond, Va., State AFL-CIO President David Laws noted that President Bush visited Norfolk to mourn for the 47 sailors who died in an explosion aboard the USS Iowa. Bush's action can help save the 10,000 workers who will die in the next year. "Let us pledge that we will no longer be silent, for the best way to mourn for the dead is to fight for the living," Laws said.

A rally at the Texas capitol in Austin drew more than 100 workers, many wearing black armbands. Some 300 workers in Pittsburgh gathered at the USWA headquarter where Anthony Palm, director of the union's District 15, called for the state legislature to approve a safety and health bill for public employees. And in Raleigh, N.C., workers laid flowers at the Legislative Building to honor those killed on the job in 1988, and decried the paucity of the OSHA fines for worker deaths in the state—an average of $403.33 in 1986.

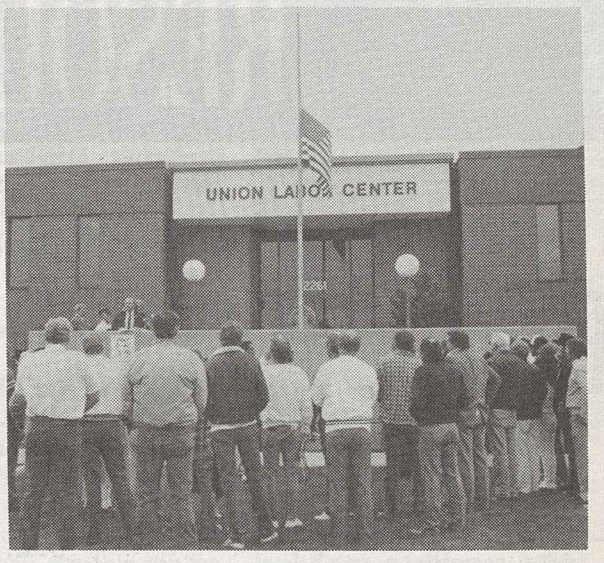
Other rallies were held in Albany, N.Y., Chicago, Milwaukee, Los Angeles, Duluth, Baltimore, Lansing, Richmond, Va., Portland, Barre, Vt., and Bangor, Me., while workers in Philadelphia, Cleveland and San Diego held marches. Memorial services or candlelight vigils were held in Buffalo, Parkersburg, W.Va., Madison, Wis., Hackensack, N.J., Tulsa, Okla., and Rochester, Troy, Utica, Schenectedy and Niagara Falls, N.Y.



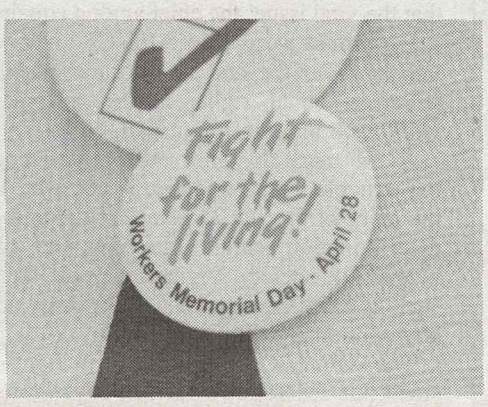
Memorial service at Willow Island, W.Va.



Solemn vigil in Portland, Me.



Tribute in Salt Lake City, Utah





IUD's Joseph Uehlein sings with SEIU President Sweeney and SMW President Carlough in Washington.

Kansas City

AFL-CIO President Lane Kirkland addressed the first Workers Memorial Day crowd in Kansas City on Apr. 28:

"The OSHA Act must be strengthened. The agency's capability and programs should be enhanced. Workers need to be brought into the safety equation by giving them representation in job-site safety and health decisions. Now that we have won the 'right-to-know,' we must fight to guarantee workers the 'power-to-act' to improve conditions on the job.

"In this spirit, with eyes fixed toward a future of safer and healthier workplaces, we convene for the first Workers Memorial Day. We'll do it again next year, and the year after, and every year until on-the-job fatalities and injuries are a thing of the past rather than a tragedy of the present."

Six Fire Fighters were killed Nov. 29, 1988, in an explosion at a construction site. IAFF Local 42 President Terry Conroy stressed the hazards facing his members:

"The big issues for fire fighters are identification and recognition of hazardous materials, and proper training. On Nov. 29, the men were aware that there was a small amount of explosives stored about 1,000 yards apart. But in between, two trailers held approximately 55,000 pounds of ammonium nitrate. The captain noticed that neither of the dynamite sites was involved in the fire, so he thought there was no danger of explosion. As they were extinguishing the blaze, one trailer exploded, killing the six fire fighters instantly.

"If governments mandated that storage facilities and construction sites label these types of materials and provide proper notification made to our personnel, then yes, there's a very good possibility this could have been avoided."

Bridgeport, Conn.

L'Ambiance Plaza building collapsed April 23, 1987, killing 28 union construction workers. Laborers Local 665 Business Rep. Ron Nobili recalled the tragedy:

"I received a call from a steward saying the building collapsed. I immediately went to the site and it was devastating. What was ironic was that OSHA had only visited that job site once and that was a result of my complaint for an excavation violation.

"If the OSHA regs were administered correctly and there were more job visitations, perhaps the collapse would not have occurred or maybe there wouldn't have been so many deaths.

"Workers here are more aware now that we have to take action to protect ourselves because an underfunded OSHA is not going to do it. We need an occupational safety and health agency that is properly funded. As it is now, it's basically a paper tiger".

Fernald, Ohio

Workers at the Fernald Feed Materials Production Center are exposed to radiation and toxic chemicals. Retiree Herbert Kelly of the Chemical Workers was disabled by such exposures:

"I worked at the Dept. of Energy atomic plant at Fernald for 27 years. I last worked on Nov. 27, 1984, and haven't been able to return to work since. I've been diagnosed as having mankonis syndrome, which is a kidney infection. It's fatal over a period of time. I have fibrosis and cancer of the lungs and have taken radiation treatments.

"I filed a workers' compensation claim in 1985, but due to the company's appealing, I have received no compensation to this day—not a penny. The state doctor ruled in my favor, but the company appealed it.

"I'm very angry too that my government is paying lawyers to fight a poor sucker like me who paid his taxes all his life and when he can't work no more, they fight him and bankrupt him.

"They told me that there was nothing in the process that would hurt my health, although I know hundreds of men that have died from cancer.

"I've seen the situation so bad there, the fume releases and dust, that the birds would die in the air, and fall down on the pads. The company wanted production over safety and health. They used us as guinea pigs.

"On Apr. 28, I will remember my friends that have passed away and pray for them."

Omaha, Neb.

Meatpacking workers are at high risk of traumatic injuries and carpal tunnel syndrome, a crippling injury caused by repetitive motion. Excerpted from remarks of Mary Lou Agee, UFCW Local 47:

"Yes, I suffered. I had two carpal tunnel operations. I lost two fingers from the first joint—the middle finger and the ring finger of my right hand. I also had what you call a rotator cuff tear, something that baseball players get, running a band saw at the meatpacking plant where I was a hog butcher. It had a lot to do with job overload, the speed of the chain. Some people were doing two and three people's jobs. I had four children to raise as a single parent. This was the only line of work I could get for the money that I needed to support my children.

"We have to keep speaking out. I hope and pray nobody else has to go through the hurt and the misery that I had to. Government must make these companies aid their injured employees. The amount that you're compensated for will never give you back what you've lost."

Austin, Tex.

Iron Worker Willie Chapman, the Texas AFL-CIO communications and education director, remembers a friend he saw die on the job:

"I was a structural iron worker. A good friend of mine was working on the same project I was in 1974 when a building collapsed. He was trapped underneath the steel for probably 40 minutes. I went with him to the hospital. He lived nine days and died.

"I was working on a construction project in 1970 when OSHA was passed. The effect was immediate because the government had sent out a strong signal that it was serious about job safety. Unfortunately, the exact opposite signal has been sent out since 1980. We've seen the budgets for OSHA cut. It's time that our government sent out a strong signal in favor of workplace safety again. Texas, from 1980-1985, had an average of 781 workplace deaths a year—more than any other state. It's certainly something we have to do something about."

Executive Council Actions

Eastern Air Lines Strike

On March 4, 1989, more than 8,500 members of the International Association of Machinists began a strike against Eastern Air Lines. This action came after the IAM sought to avoid a walkout by attempting repeatedly over 17 months to engage in good faith bargaining with Eastern's management, by accepting binding arbitration, and by trying to bring about the appointment of a Presidential Emergency Board to settle the dispute.

In contrast, Eastern Chairman Frank Lorenzo sought to force a strike and bust the union by refusing to negotiate in good faith, by rejecting binding arbitration, and by opposing the appointment of an emergency board.

The Machinists' picket lines were immediately honored by their co-workers at Eastern—members of the Air Line Pilots Association and flight attendants of the Transport Workers Union. The exemplary solidarity and steadfastness of the three unions has brought Eastern's operations to a halt and won the admiration of the entire labor movement. As the work stoppage enters its third month, Eastern is running fewer than 10 percent of its pre-strike flights.

Less than a week after the strike began, Eastern filed for reorganization under federal bankruptcy laws. Lorenzo's systematic milking of Eastern's assets to feed other sectors of his Texas Air Corporation, however, would have eventually brought about bankruptcy or some other form of dissolution, strike or no strike. Unionized employees have given the airline $1.5 billion in concessions over the past decade. In contrast, Lorenzo sold many of Eastern's most profitable assets—including its reservations system and many of its gates, routes and aircraft—to his Continental Airlines and other parts of his Texas Air operations for what objective estimates indicate is a small fraction of their real worth. He has literally run the airline into the ground.

The strike against Eastern Air Lines is a strike for dignity and self-respect. Eastern's workers have staked their lives on the survival of their company, while current management views it as nothing more than a fiscal carcass to be picked over for the benefit of other corporate entities.

The Machinists, Pilots and TWU flight attendants at Eastern want nothing more than to return to work and build a great airline with management that truly shares that interest. The AFL-CIO fully supports this goal. We join Eastern's unions in rejecting Frank Lorenzo's plan to "downsize" the airline, and we urge the bankruptcy court to appoint a trustee to prevent Lorenzo from siphoning off more of Eastern's assets, to restore to the airline any assets sold off since the strike began, and to preside over the purchase of Eastern by managers who are committed to working with the unions toward full restoration of the company's viability.

The Creditors' Committee established by the bankruptcy court must understand that organized labor is firmly committed to the long-term pursuit of fairness at Eastern and will maintain that campaign during any Eastern reorganization plan devised and controlled by anti-union management.

Throughout this strike, the AFL-CIO has mobilized its resources to assist the employees at Eastern with institutional, financial, and moral support. The Executive Council's "Fairness at Eastern Campaign" has raised more than $1.2 million from affiliated unions, private organizations, and concerned individuals—money which has been distributed by the IAM, ALPA and TWU to meet emergency needs of their striking members. In addition, thousands of trade unionists throughout the country have demonstrated their solidarity by joining Eastern workers on the picket line and donating money, food, and volunteer efforts to keep the strike alive.

This outpouring of support for Eastern's workers is indicative of the American labor movement's united stand against rampant corporate greed and, particularly, the tactics employed by Eastern's management to drastically reduce wages and working conditions.

The AFL-CIO will maintain its mobilization of resources on behalf of Eastern workers until the strike is concluded, and we urge affiliated unions, state federations, and local central bodies to continue the fullest possible support.

Minimum Wage

Twelve years have passed since Congress last updated the minimum wage law. It is past time to bring the minimum wage up to date, since workers at the bottom of the wage ladder have suffered a 38 percent reduction in their buying power over the last eight years.

Both the House and Senate have adopted modest increases, calling for an adjustment in the current minimum wage of $3.35 to $3.85 in October 1989, $4.25 in October 1990, and $4.55 in October 1991. If the $4.55 were immediately put into effect, it would nearly restore the real buying power that the $3.35 minimum wage had in January 1981. The rate incorporated in the congressionally passed bills is substantially lower than the top rate of $5.05 an hour contained in bills before the last Congress and below the $4.65 an hour rate in the bills reported by the respective committees in each House.

The bills adopted by the House and Senate also contain provisions that allow for a new first-time employee in a minimum wage job to be paid 85 percent of the minimum wage for the first 60 days of his or her working career.

The AFL-CIO urges the Congress to quickly conference the two bills and send the legislation to the President. We urge President Bush to sign the legislation. There is no justification for keeping the minimum wage at $4.25 as proposed by the Administration since this would not keep up with past inflation. Furthermore, the Administration's proposal for an 80 percent subminimum to be paid for the first six months of every worker's tenure with a new employer is a complete undermining of the minimum wage law itself. The Congress considered this proposal and rejected it. The President should accept the Congress's action and sign the minimum wage legislation into law.

Civil Rights Act

This year marks the 25th Anniversary of the passage of the Civil Rights Act of 1964, a milestone in the struggle to end all forms of injustice and discrimination in the United States.

The bill, signed into law by President Lyndon Johnson on July 2, 1964, helped open the doors to voting rights, access to public accommodations and facilities, equal protection under the law and equal employment opportunities.

The AFL-CIO and its affiliates were leaders among supporters of the Act. Indeed, it was AFL-CIO President George Meany who went to Congress to demand that Title VII—the equal employment provision—be included in the bill.

In his testimony for the bill, President Meany said, "Equal education has meaning only for those negro children whose parents can afford to keep them in school. Equal access to housing has meaning only for those who can afford to buy. Equality in places of accommodation is relevant only for those with money to spend. So it seems to us in the AFL-CIO that the vital issue, the chief among equals, is jobs."

With those words, the AFL-CIO helped to write into the law of the land the labor movement's historic belief in equal rights in the job market, the workplace and the union hall.

As we mark this anniversary, we recognize that the struggle to end injustice is not over. Even with the gains of the last 25 years, social and economic discrimination against minorities and women still plague our society. Vigilant support for programs such as equal employment opportunity and affirmative action is still important.

The AFL-CIO will continue to fight—as it has since this federation's earliest days—for the cause of equality, dignity in the workplace, and social and economic justice until every vestige of discrimination is erased from our society.

AT&T Bargaining

Since April 5, the Communications Workers of America (CWA) and the International Brotherhood of Electrical Workers (IBEW) have been engaged in negotiations on a new contract covering 175,000 workers at AT&T. The two unions are conducting joint negotiations for the first time in the history of collective bargaining with the communications giant.

The CWA and the IBEW are united in their basic collective bargaining goals, which include: fair wage increases that reflect the high productivity of their members and the enormous profits of the company, employment security, affordable and high quality health care benefits, and improved family care benefits. The current three-year contract expires May 27th.

Both unions recognize the need to develop new strategies in response to changing conditions in the highly-competitive telecommunications industry, which is characterized by ongoing deregulation and the rise of nonunion and foreign competition.

In order to prepare for the possibility that negotiations fail to produce an agreement, the CWA and the IBEW are developing self-help strategies that include the concept of an "electronic picket line," in addition to traditional actions used by workers to secure economic justice. Under this approach, which is aimed at AT&T's single largest source of revenue, the two unions would ask trade unionists and other consumers to support their collective bargaining goals by using long-distance and information services provided by AT&T's competitors.

The AFL-CIO fully supports the CWA and the IBEW in their collective bargaining with AT&T and in their plans for an "electronic picket line." We urge AT&T to continue negotiating in good faith to resolve all outstanding contract issues. In the event that agreement on a new contract is not reached by May 27th, the AFL-CIO will be prepared to mobilize its resources to assist union workers at AT&T and to call for the fullest support possible from affiliated unions, state federations and local labor councils.

Kuron tells of 'fragile victory' in Poland

Poland must grasp the opportunity now to forge ahead with political and economic reforms—longstanding goals of the Solidarity union movement—Solidarnosc activist Jacek Kuron told the Executive Council.

Kuron noted that after Poland's communist regime outlawed the fledgling Solidarnosc movement in the early 1980s, economic and social conditions deteriorated to an unbelievable state. The results are staggering.

Inflation is running rampant. While prices are soaring nearly 100 percent a year, Kuron pointed out that workers continue to draw meager wages.

To stave-off hunger and poverty, all family members must try to find work in the struggle for bare survival, he said. But for even those who have a few extra zloty, basic necessities are not easily obtained. Food shortages and the absence of essential consumer goods are common.

Many women workers opt for night shifts so they can spend their days in long lines in the often futile effort to buy what little goods are available, Kuron said.

Solidarnosc's efforts to improve Polish workplace conditions and productivity are regularly thwarted by hand-picked plant bosses of the Communist Party, Kuron told the council members.

Rather than make improvements in production practices inspired by independent unions, the party-appointed plant directors would sooner throw the enterprise into bankruptcy.

The decisions are political, not economic, he pointed out.

But Kuron expressed hope that Solidarnosc's roundtable agreement providing for elections in June is a vital step in bringing about reforms.

Kuron, who is running for a seat in the lower house of parliament, suggested that if indeed free elections survive, Poland would attain full democracy within four years.

Yet he voiced concern that the relegalization of Solidarnosc and the newly instituted election process is a fragile victory for Poland's workers. Poles are looking over their shoulder to the threat of intervention from the Soviet Union if their struggle for the foundation of democratic institutions distresses hardline Soviets.



Jacek Kuron, a Solidarnosc activist, details challenges facing Polish workers. At left is interpreter Jacek Kalabinski.

Walesa accepts convention call

Lech Walesa, leader of Poland's Solidarity trade union movement, has accepted an invitation from the AFL-CIO to attend the federation's biennial convention in November.

Walesa had been invited several times to confer with federation leaders in the past but was denied exit visas by Poland's communist regime. But with the official recognition of Solidarnosc by the Polish government last month, hopes rise again that Walesa will be granted permission this time. The convention will be in Washington Nov. 13-16.

Meanwhile, AFL-CIO President Lane Kirkland has been invited by Walesa to attend a Solidarnosc meeting in Poland early next year. But the Polish government has repeatedly denied Kirkland a visa.

Kirkland and Walesa were scheduled to meet for the second time in mid-May when both attend the board meeting of the International Confederation of Free Trade Unions. Kirkland and Walesa met for the first time in December 1988 when Walesa was in Paris for a gathering of Nobel Prize winners which Andrei Sakharov was also allowed to attend.

Irving Brown honored with Meany award

AFL-CIO President Lane Kirkland presented the 1989 George Meany human rights award posthumously to Irving Brown, who championed the cause of free trade unions around the world until his death in February. Kirkland made the presentation to Brown's widow, Irene, at a memorial service held at AFL-CIO headquarters.

Brown "was rewarded with a life long enough to witness and play a role in the stirring new manifestations of the universal struggle for human dignity, a struggle to which he committed his life," Kirkland said. Brown headed the federation's international affairs department from 1982-86.

The human rights award includes a sculpture of George Meany and a $5,000 check.

Council explores labor's legislative goals

Continued from Page 2

Sen. Edward M. Kennedy (D-Mass.) told the council that the Democratic leadership in Congress is working closely with labor legislative groups to muster votes in the House and Senate to override Bush's expected veto of the minimum wage bill.

Sec.-Treas. Thomas R. Donahue reported that grants and contributions approved by the council amounted to $165,000. The recipients include the Housing Now March, Labor Heritage Foundation, NAACP, National Planning Association, the American Ireland Fund as well as the children's lobby.

The next meeting of the Executive Council will be in Chicago, Aug. 8-9.

Solidarnosc's Triumph

The signing of a broad-ranging agreement between the democratic trade union Solidarnosc and Poland's Communist government represents an important victory for Polish workers. They have won the relegalization of their independent trade union and agreed to a series of political reforms that could result in the eventual return of democracy to Poland.

Despite this important progress, Poles face an uncertain future. An economic crisis created by decades of Communist misrule offers little promise of a quick fix. Poles will have to struggle long and hard to create what Solidarnosc wants—a productive, mixed economy based on cooperative, private, and state sectors.

This necessary internal reform can be greatly assisted by U.S. and Western economic aid. Such aid, the AFL-CIO believes, must be structured in such a way as to encourage the growth of production designed to meet the needs of the Polish people. Central to this effort is a restructuring of Poland's internatonal debt so that the fruits of any reform can be used directly in the essential rebuilding process. Further, any assistance must be conditioned and channeled in such a way as to assure continued progress toward democratization and respect for fundamental human rights.

Such a position is in keeping with the AFL-CIO's longstanding and successful efforts to include worker rights clauses in the Omnibus Trade Act, the Generalized System of Preferences, and the Overseas Private Investment Corporation program.

Only such conditional aid can assure that Western loans, trade preferences and credits are not squandered by a corrupt and inefficient Communist oligarchy. Only such conditional aid can exert pressure on a Party that once before broke an agreement with Poland's workers and ushered in a state of martial law.

Poland's workers face a second challenge. They must develop civic institutions essential to a free society. Poland's free trade unions and other democratic organizations need and want material assistance, moral support, and cooperation from their counterparts in the democracies if they are to create the institutional basis for a pluralistic society.

The AFL-CIO promises to work to assure that such assistance is made available to Solidarnosc. Toward that end, the AFL-CIO will intensify union-to-union contacts between its affiliates and their counterparts in Solidarnosc.

Solidarnosc has forged a victory through principled resistance and peaceful self-organization against a seemingly all-powerful and brutal state. But Solidarnosc's victory continues to be denied to workers elsewhere in the Soviet bloc. In recent months, however, there have been growing signs that workers in the Soviet bloc are learning from the powerful example of Solidarnosc. In the USSR, thousands of informal groups have sprung up in recent months, many of them working for fundamental rights at the workplace. A small embattled trade union movement exists, and has been joined by groups like Leningrad's "For the Democratization of Trade Unions," the Crimean Tatar Trade Union Council, and a host of environmental groups pressing for occupational safety and health protections. In recent weeks a massive strike paralyzed a Soviet coal mining complex in Northern Russia. In that struggle, thousands of workers created their own independent coordinating council and shunned their official, puppet union.

In Hungary, too, workers by the ten of thousands, are leaving unions imposed on them by the state and creating their own trade unions, organized in the Democratic League of Independent Unions. Signs of growing trade union and worker activism are apparent even in such bastions of totalitarian repression as Bulgaria and Czechoslovakia.

At a time when such legitimate worker organizations and movements are emerging in the Eastern bloc, the AFL-CIO reaffirms its principle of opposing any activities that would give spurious credibility to "trade union" organizations that are in fact instruments of the state. Our obligation is to expand solidarity and assistance to trade union and worker movements that, like Solidarnosc, are free from state control and are fighting for support against their Communist Party and state controlled rivals.

The best way of celebrating Solidarnosc's triumph is to help these heroic worker movements that offer hope for a peaceful transition to democracy in the Soviet bloc.

Housing Now March

Millions of American families, in cities and rural areas alike, are the victims of the nation's critical shortage of decent, affordable housing. For many low- and middle-income families, the price of buying or renting an adequate place to live in a clean, safe neighborhood is beyond their reach.

More than two million Americans, including some 220,000 school-age children, are homeless. Their need for housing continues to go largely unmet as federal programs for construction and renovations of public housing were gutted throughout the 1980s.

To help focus the attention of the nation, the President and Congress on the need for federal programs to help end the housing shortage, the AFL-CIO is joining in a call endorsed by some 50 organizations for a march and rally in the nation's capital.

The march and rally for "Housing Now!" will be held in Washington, D.C., 12 noon on October 7, 1989.

The AFL-CIO Executive Council calls on all affiliates to join in supporting the march and to urge their members to participate in this demonstration to reaffirm the nation's commitment to decent, affordable housing and an end to the suffering of the homeless.

Data

CEOs strike it rich in '88

Average pay and perks top $2 million

Total compensation for the chief executives in America's board rooms hit an all-time high in 1988, as average salaries and perks of the nation's highest paid corporate officers soared past $2 million.

Salaries and bonuses alone provided average payments of more than $1 million, while other add-ons—including stock options which enable executives to buy shares in the company at fire-sale prices—boosted the total pay out for corporate fat cats above the $2-million mark.

Those facts are contained in a survey of more than 700 giant corporations conducted by Business Week magazine.

The report showed that:

- The average CEO's salary and bonus rose 17 percent last year—nearly four times as much as the average 4.3-percent wage increase for workers generally in 1988. And that modest gain by working men and women was eaten up by a 4.4-percent inflation rate last year.
- Last year's $2-million average take for CEOs was 93 times the $21,725 earned by the average factory worker, 72 times the $28,008 made by the typical teacher, and 44 times the $45,680 salary of the average engineer. Contrast that to 1960, when the CEOs earned 41 times as much as a factory worker, 38 times as much as the teacher and 19 times as much as an engineer.

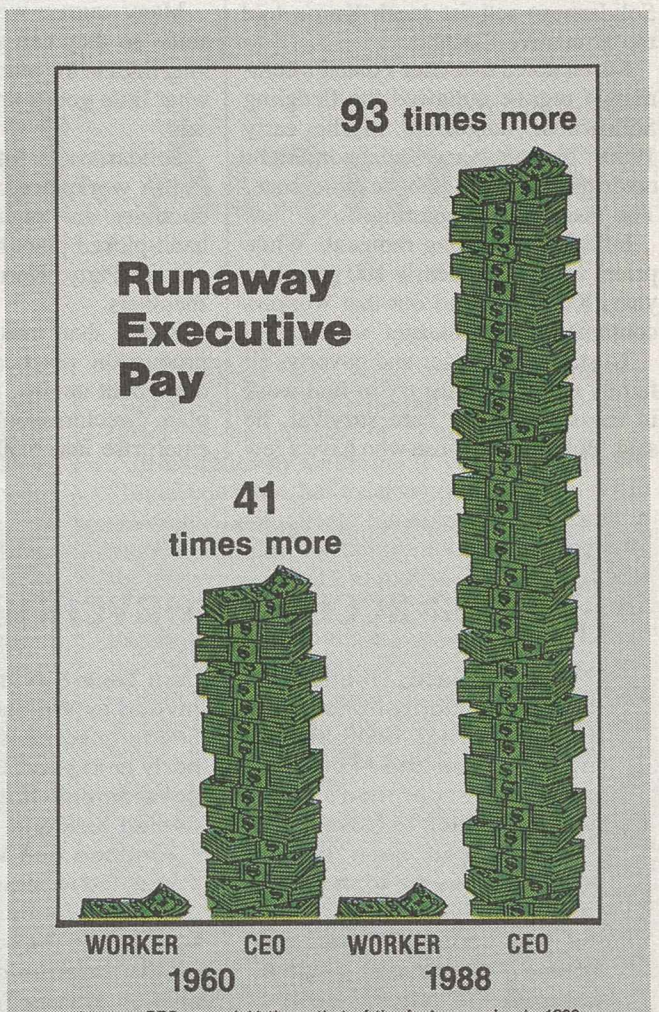
Golden parachutes are also alive and well. The two top executives of RJR Nabisco were paid off handsomely following the leveraged buyout of their firm. CEO F. Ross Johnson walked away with a record-shattering $53.8 million in pay and perks, while Vice Chairman E. A. Horrigan's settlement totalled $45.7 million.

UAW President Owen Bieber, commenting on the muti-million dollar earnings of Ford Motor Corp. executives, said, "on the one hand, they say that intense foreign competition requires sacrifice, restraint and discipline. Yet they then turn around and demonstrate none of those qualities by awarding themselves more personal compensation for a year's effort than could be spent in several lifetimes."

Posing the question "Is the boss getting paid too much?" Business Week replied: "Executives' compensation has mushroomed to a level that is difficult to justify," part of a "disturbing trend that has been accelerating for the past two decades."

While running a big company involves major responsibilities, executive pay "is growing out of all proportion to increases in what many other people make"... and has been soaring "while most other folks are treading water," the journal pointed out.

Outside the executive boardrooms, there were some other big money winners in 1988. Corporate raider Michael Milkin hauled down a cool $200 million, boxer Mike Tyson punched his way to a one-year income of $54 million, movie director Steven Spielberg received $50 million and actor Sylvester Stallone took home $20 million.



Average CEO earned 41 times that of the factory worker in 1960. By the end of last year it was 93 times higher.

Source: Business Week magazine

Top 10 big bucks bosses

The nation's top corporate officials must have laughed all the way to the bank in 1988. According to Business Week magazine, here's what the top ten executives pocketed last year in salaries, bonuses and stock options:

Executive	Company	Total Income
1. Michael D. Eisner Chairman	Walt Disney Studios	$40.1 million
2. Frank G. Wells President	Walt Disney Studios	32.1 million
3. E. A. Horrigan* Former Vice Chmn.	RJR Nabisco	21.7 million
4. F. Ross Johnson* Former CEO	RJR Nabisco	21.1 million
5. Martin S. Davis Chairman	Gulf + Western	16.2 million
6. Richard L. Gelb Chairman	Bristol-Myers	14.1 million
7. William P. Stiritz Chairman	Ralston Purina	12.9 million
8. Baine P. Kerr Exec. Comm. Chmn.	Pennzoil	11.5 million
9. J. Hugh Liedke Chairman	Pennzoil	11.5 million
10. Paul Fireman Chairman	Reebok Intl.	11.4 million

* RJR Nabisco continued to take good care of these two top officials after the leveraged buyout in February. Johnson floated to earth under a $53.8-million golden parachute. For Horrigan, the pain of losing his job was eased by $45.7 million in final salary, bonus, stock options, retirement benefits and future annuity payments.

Indicators lose ground for 2nd straight month

The index of leading indicators—11 measures the government uses to gauge economic activity over the next six to nine months—plummeted seven-tenths of 1 percent in March, the Commerce Dept. said. The dropoff followed a three-tenths of 1 percent decline in February.

Nine of the indicators posted negative results and contributed to the overall decline, with drops in building permits and new orders for consumer goods and materials losing the most ground.

In the only positive indicators, business orders for new plant and equipment rose and raw material prices increased.

The March dropoff was the steepest decline since last July, when the index fell eight-tenths of 1 percent.

Employment outlook bleak as jobless rate rises to 5.3%

The economy is creating far fewer jobs than in recent months and almost no industry is significantly expanding hiring, the Bureau of Labor Statistics said in its April employment report.

April's jobless rate rose three-tenths of 1 percent to 5.3 percent, with 6.5 million workers unemployed, up from 6.1 million in March. Another 5.1 million persons were working part-time because they were unable to find full-time work. In the first quarter—the most recent period for which data are available—855,000 persons were counted as giving up their job searches.

The BLS establishment survey—a separate review of payroll employment—showed an increase of 117,000 jobs last month, far below the 171,000 job gain posted in March. Payroll employment gains averaged just 145,000 for the past two months, compared to the 300,000 jobs gained per month over the past year, BLS said.

Manufacturing employment remained stagnant for the third consecutive month, with some industries showing declines since the end of last year. Electrical equipment manufacturing dropped by 25,000 jobs over the past five months, while lumber and wood production lost 15,000 jobs and transportation equipment production dropped by 20,000 jobs since January.

Construction employment also remained unchanged, following declines in February and March. Only the service sector posted any real job growth, adding 100,000 new jobs.

Unemployment rose in nine of the 11 key industrial states, with New York's jobless rate jumping 1.5 percent to 5.8 percent and Texas's rate climbing to 7.4 percent—the highest in the survey—from 6 percent the previous month. Only Michigan and Illinois showed a slight decline in joblessness, to 6.1 percent and 5.4 percent, respectively.

Joblessness rose among adult men, to 4.6 percent; whites, to 4.6 percent, and Hispanics to 8.3 percent, and remained about the same for women, 4.7 percent; blacks, 10.8 percent, and teenagers 14.4 percent.

News to cheer about?

When the jobless rate climbs, "the loss of buying power and an erosion of living standards that results means a lot of economic waste and a lot of hardship and suffering."

That's the analysis of AFL-CIO economist Mark Roberts of the March jump in unemployment. But the reaction was the opposite on Wall Street, where trading rose sharply after the Labor Dept. issued its employment report.

Stock market analysts said they welcomed the jump in unemployment as a sign that the economy is slowing, allowing the Federal Reserve to loosen its grip on money supply.

Resources

FILMS and VIDEOS

Beat the Union Busters is a 20-minute video designed for use in organizing campaigns to prepare in-plant committees to deal with the tactics used by union-busting employers and consultants. It is illustrated through interviews with employees who have won union representation. Produced by AFL-CIO Dept. of Organization & Field Services. Rental $5.

From Bedside to Bargaining Table is a 23-minute video that explores the problems health care workers face in performing their jobs. Diminished quality of patient care, low pay and poor working conditions form the basis of an organizing campaign. Nurses talk about these concerns and say that organizing a union will improve both working conditions and patient care. Produced by Tamerik Productions. Rental $5.

Work Worth Doing covers labor-management cooperation, profiling several industries that have accepted the premise that such cooperation can enhance productivity, improve competitiveness and improve the quality of worklife for employees. The program consists of two 30-minute videotapes and is available on VHS. Each videotape rents for $5.

Video as an Organizing Tool is a 36-minute videotape produced by LIPA. Many unions are using video technology in organizing campaigns today.

This program provides examples of how video has been used effectively in union campaigns. Rental $5.

Organizing: The Road to Dignity is a 40-minute videotape that provides an overview of how the organizing process takes place, and why and what happens afterward. It describes the beginning of a campaign with union advocates trying to persuade others to join and sign cards and ends with collective bargaining. This is a useful program for schools to build a better understanding of unions. Produced by the Food & Commercial Workers, it is available on VHS. Rental $5.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Film and video rentals are available from the AFL-CIO Education Dept., Room 407, 815 16th St., N.W. Washington, D.C. 20006. Rental fees range from $5-$10. Orders are subject to availability and sufficient advance notice. The date the film or video is to be used must be included with the order.

Union Organizing: The Catholic Perspective is a 10-minute video which explains the teachings of the Roman Catholic Church regarding the right of workers to organize unions. It can be useful in organizing Catholic workers, and, persons in Catholic institutions and in developing Catholic religious support for union organizing campaigns.

Schedule of Meany Labor Studies Center courses

The George Meany Center for Labor Studies will offer four workshops in late May and June. The schedule:

Conducting Opinion Polls II, May 30-June 2—Advanced guidance on survey methodology and other specialized topics.

New Staff Program, June 4-16—A course for recently appointed and elected union staff on improving organizational, planning and personal skills.

Organizing Techniques I, June 11-16—A review of key elements in a union organizing campaign, including targeting, house calls, picking winning issues and developing plant committees.

TV: The Cool Medium, June 27-30 A workshop for union officers and representatives on how to face television cameras and work with reporters.

Newsmakers

LARRY KIRKMAN, executive director of the AFL-CIO Labor Institute of Public Affairs, is leaving the federation May 19 to join the Benton Foundation as its executive director. The group aids other nonprofit organizations in developing communications programs and resources and expanding public information efforts.

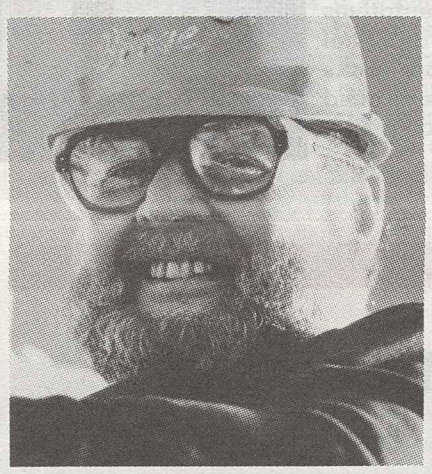
Serving as LIPA executive director since 1982, Kirkman, 43, directed the AFL-CIO's "Union Yes" campaign, the production of public television programs and other video communications projects. Prior to joining LIPA, he worked with the American Film Institute and also produced news specials and public television documentaries.

In accepting his resignation, AFL-CIO President Lane Kirkland praised Kirkman's creative contributions to the federation's television work. Kirkman told AFL-CIO Executive Council members that his Benton Foundation duties will give him an opportunity to continue working with concepts like the future of video.

HAROLD G. WOODS, a vice president of the Tennessee AFL-CIO and president of the AFL-CIO, was accorded the 1989 Joseph A. Beirne Community Services Award by the United Way of America.

Woods, a member of Steelworkers Local 309, has organized union and credit couseling programs, led drives to benefit senior citizens and helped organize worker retraining programs.

The national award is named in honor of the late Communications Workers president. CWA President Morton Bahr presented the award at the United Way's volunteer leader conference in Chicago.



Harold G. Woods

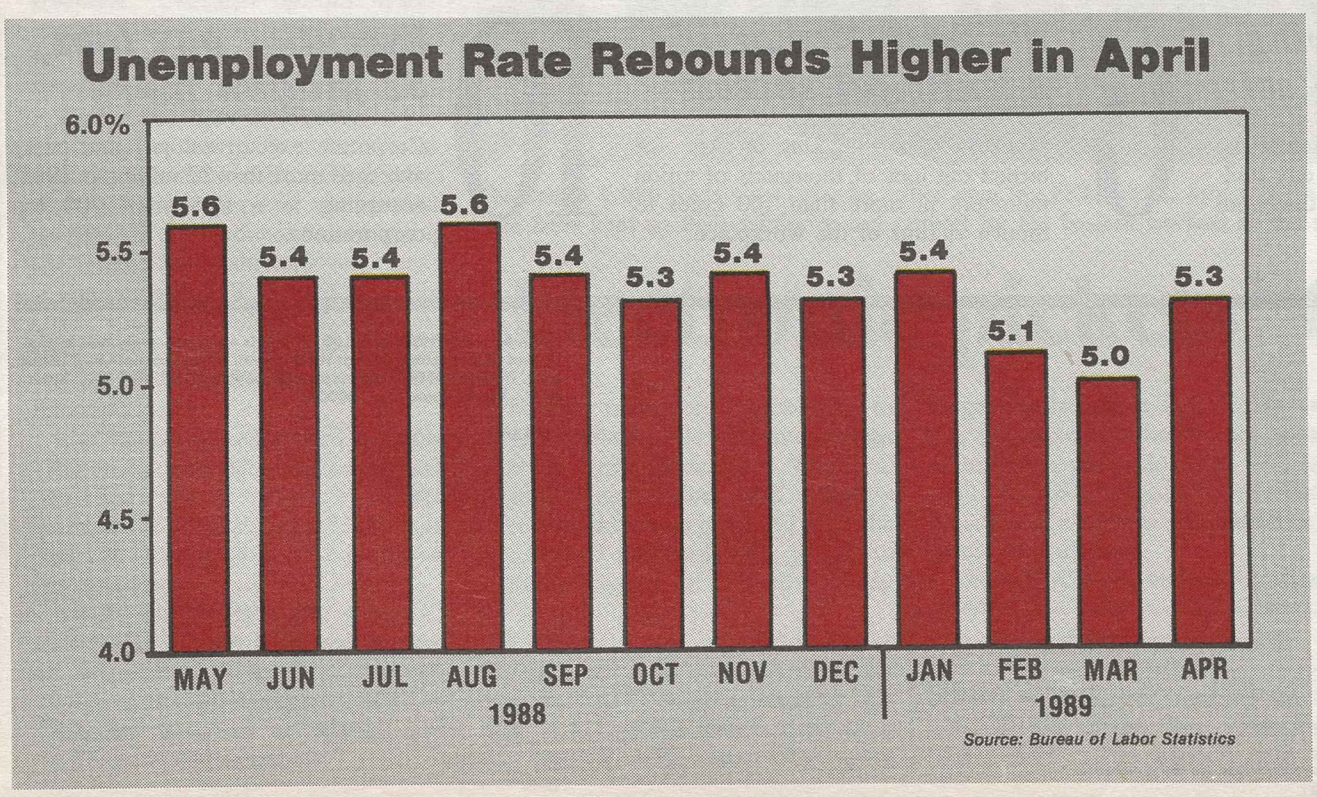
ROBERT PAXTON, a member of Letter Carriers Branch 84 was named the NALC National Hero of the Year for his quick action in saving an elderly stroke victim trapped in a burning seniors residence.

JOHN ROACH, a retired Branch 28 member in St. Paul, Minn., was honored as National Humanitarian of the Year for his work in the fight against polio. Four regional heroes were honored—**CHARLES DOOLEY,** Branch 156, Brockton, Mass.; **GEORGE TADROS,** Branch 455, Michigan City, Ind., and **COLLEEN** and **THOMAS LaBATHE,** Branch 1100, Garden Grove, Cal.

CHICAGO BRANCH 11 was honored for its collection efforts aiding area food programs.

SUSAN DUNLOP, an assistant to AFL-CIO President Lane Kirkland, was in a delegation of trade unionists that visited Histadrut's Amal Schools in Israel, representing the Washington Area Friends of Histadrut, to present a scholarship in memory of Saul Miller, former AFL-CIO Information Dept. director. The Amal system of schools is a network of technological, engineering, and vocational colleges and high schools, apprentice and industrial schools, and adult training centers operated by Histadrut, the Israeli labor federation.

The American Arbitration Association has elected **JAY MAZUR,** president of the Ladies' Garment Workers and an AFL-CIO vice president, to its board of directors.

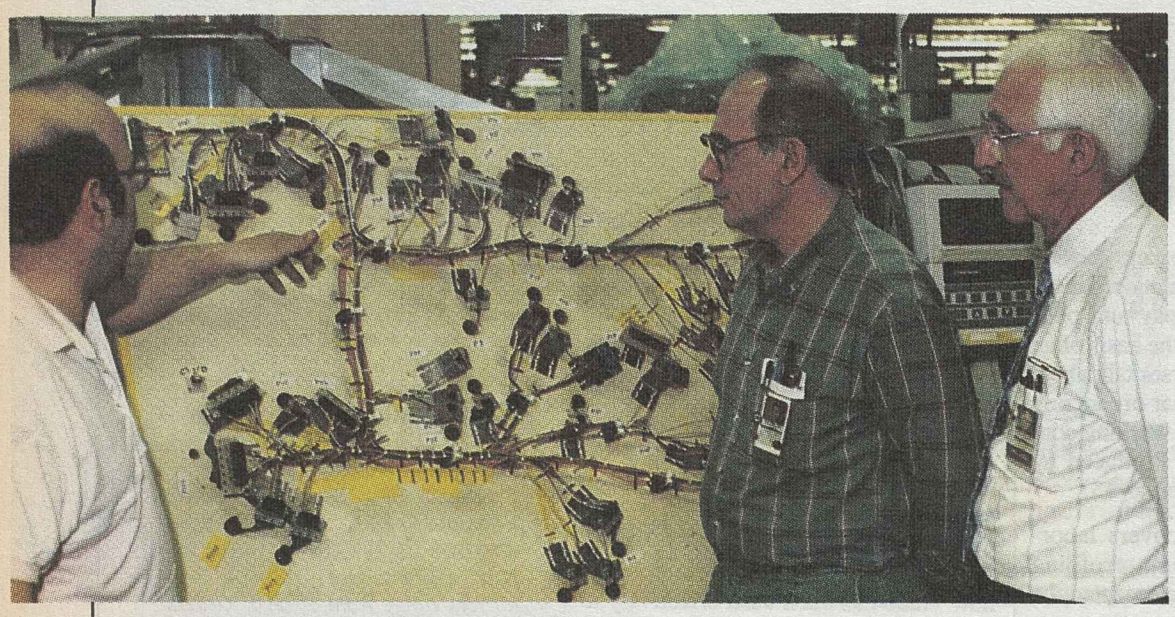


Smooth sailing wished for boat 'Solidarnosc'

When John Zalusky renamed his sailboat "Solidarnosc," he never expected to receive a personal greeting from the leader of Poland's free trade union movement. Zalusky is an economist for the AFL-CIO.

But in a letter to Zalusky, Lech Walesa expressed his thanks "for the support shown for our union in this fashion." He added his hopes that the boat Solidarnosc, "as well as the organization for which it is named, will avoid all shoals and other dangers as it sails on calm waters that lead to a port of peace."

Zalusky named his sailboat to honor the courage and integrity the Poles have shown in developing free trade unions against all odds. Like Walesa, Zalusky has Polish parents and an electrician's background.



ACTWU boosts Xerox



Through negotiated labor-management cooperation programs Xerox Corp. is slowly recovering market share it lost to Japanese competitors a decade ago. A team of ACTWU-represented workers at Xerox in Rochester, N.Y., designed this carousel work station along with a series of innovations to keep 180 jobs in their plant. Xerox had planned to send the work to a maquila factory in Matomoros, Mexico. Above: Carmine Sofia, a member of the work team, explains the operation to ACTWU representatives Frank Liberatore, center, and Paul Leuzzi. At right: Liberatore looks over the work of skilled mold makers Amy Hay and Harry Barbour. Story on Page 5.

UAW prods Mack Truck to start bargaining after South Carolina victory

Winnsboro, S.C.

Workers at Mack Truck Inc. voted in the UAW despite a strong anti-union campaign by the company. The vote, 453-398, is being contested by management to the National Labor Relations Board.

UAW President Owen Bieber and Sec.-Treas. Bill Casstevens, who directs the union's Mack Trucks Dept., said that Mack ''came at us with every vicious trick and attack in the book despite a more than 50-year history of successful production with UAW workforces in Pennsylvania and Maryland.

''The South Carolina workers deserve a 21-gun salute for their courage and spirit and determination in the face of such an onslaught to achieve the dignity that only a union contract provides.''

The UAW vowed to work constructively with the company to rebuild a mutually respectful and constructive relationship—and urged the company to join that effort.

''Mack's customers, stockholders, the local communities where their facilities are located and, most importantly, their employees cannot afford to allow this anti-UAW campaign to continue,'' the UAW said.

Nearly 300 of Mack's Winnsboro workers came from UAW-represented plants in Allentown, Pa., and Hagerstown, Md. Workers at the shutdown plants had transfer rights under the UAW master contract with Mack.

The truck maker, however, has fought before the NLRB and in court to try an void those rights. The master contract also required Mack to recognize the union at Winnsboro based on a card check. Mack refused to recognize the union on that basis, and instead asked the NLRB for an election. The union took the matter to court, but then joined in asking for an election.

INSIDE

VOLUME 34, NUMBER 10
MAY 13, 1989

AFL-CIO NEWS

1 ***Eastern up for bids, Senate gets wage bill***

Three purchase bids for Eastern Air Lines have been submitted to the bankruptcy court and the battle for a higher minimum wage starts to unfold.

2 ***Children's lobbying, organizing arm set***

The AFL-CIO Executive Council plans June 21 children's lobbying day and creates a new institute to bear down on organizing.

5 ***Work policy at Xerox beats old methods***

Clothing & Textile Workers involvement at Xerox Corp. is a management method ''born on the shop floor'' that surpasses the old hierarchical ways.

6 ***Workers Memorial a national success***

Workers Memorial Day on Apr. 28 turned out tens of thousands of union members in more than 100 cities to mourn victims of the workplace.

9 ***Solidarnosc victory described as fragile***

Solidarnosc's Lech Walesa plans again to attend an AFL-CIO convention as his union's ''fragile victory'' is described to the U.S. unionists.

10 ***Executive pay tops $2 million mark***

Corporate executives' pay and perks averaged more than $2 million in 1988, according to a survey of 700 top corporations.

UNION YES

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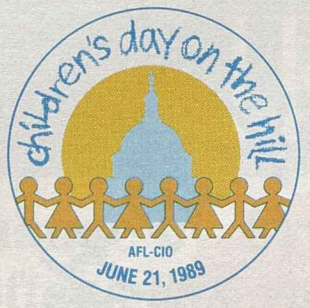
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AFL-CIO NEWS

VOLUME 34, NUMBER 11 MAY 27, 1989

KIDS LOBBY



On June 21, some 2,000 children from all parts of the country will bring their parents to Washington to spur action on child care and family and medical leave legislation. See Page 2.

Congress clears $4.55 minimum wage bill

Labor coalition for working poor mobilized in face of Bush veto threat

With the Senate's passage of the conference report on minimum wage legislation, battle lines were drawn in the fight to win a fair wage increase for the nation's poorest workers.

President Bush has threatened to veto the bill providing three yearly increments to raise the minimum wage to $4.55 an hour by 1991. The minimum wage has stood at $3.35 since 1981. Bush was scheduled to get the bill soon after Congress returned from Memorial Day recess.

The Senate, following House action a week earlier, approved the compromise conference committee report by a 63-37 vote. The House vote was 247-172.

Union, civil rights, community and women's groups across the country are mobilizing their members, alerting them to ask for the President's signature and urge both houses of Congress to override if the expected veto comes.

The legislation has not yet reached the White House, but Bush said he would veto any bill raising the minimum wage above $4.25 an hour. The Administration has proposed to raise the minimum rate to $4.25 by 1992 and would establish a six-month subminimum ''training wage.'' Workers beginning with a new employer—no matter how much experience they may have gained on a previous job—would be paid the subminimum rate.

In contrast, the congressional compromise limits a 60-day training wage to first-time workers, to be discontinued one year after the minimum rate reaches $4.55. The legislation also raises the exemption for small businesses to gross incomes under $500,000.

In Washington, the Citizens Committee for a Just Minimum Wage, a coalition of more than 100 grass-roots organization, outlined its campaign to demonstrate widespread support for the $4.55 rate. Cochairs Arthur Flemming, former secretary of the Dept. of Health, Education & Welfare, and Coretta Scott King, president of the Martin Luther King Jr. Center, said the group is distributing postcards, sponsoring radio ads and organizing mail campaigns in support of the congressional bill. Radio ads, broadcast on 37 stations in 14 states, aired May 22 through May 24.

Related stories on Pages 3, 4

Flemming noted that Gallup polls show that Americans support a fair wage increase that would restore the lost buying power of the minimum wage. ''The American people believe that the federal government should set a standard for fairness and compassion,'' he said.

Committee members—including John Carr, U.S. Catholic Conference; Cindy Morano, Wider Opportunities for Women; Mayor James Moran, League of Cities, and Rabbi David Saperstein, Religious Action Committee—pointed out that no citizens have lost as much economic ground as minimum wage workers over the past eight years.

At a forum sponsored by the Democratic Congressional Campaign Committee, two workers offered powerful testimony about the difficulty of living on minimum wage pay.

Shuttle sold, Eastern deal still brewing

The way was apparently cleared for the Eastern Shuttle to fly again in early June with union personnel working for new owner Donald Trump.

That left the other Eastern workers hanging together in solidarity for a third month while watching—and hoping—for a buyer for the rest of strikebound Eastern.

Heading into the Memorial Day weekend, Chicago options trader Joseph Ritchie and former Piedmont Air Lines chief William Howard continued to press their bids for Eastern.

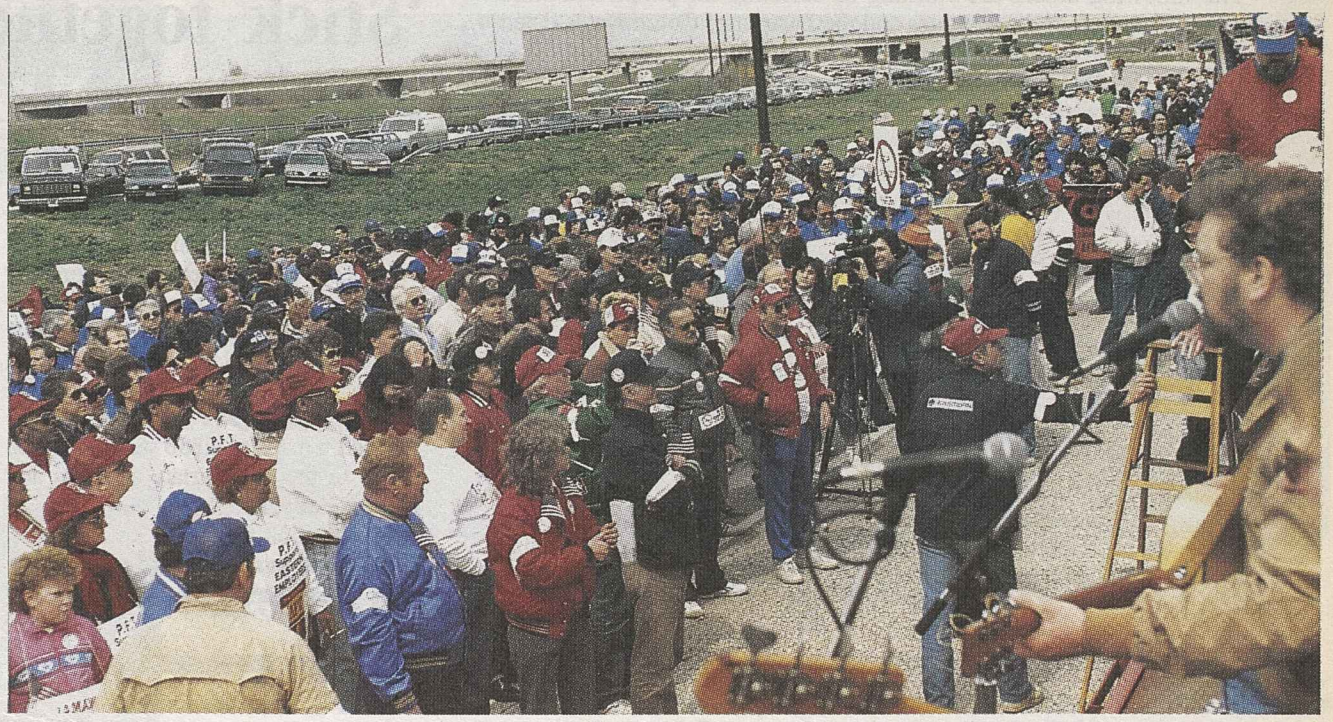
Ritchie had been negotiating to buy the carrier with or without the shuttle.

Financial advisers for both bidders also met with labor and management trustees of the National Coordinating Committee for Multiemployer Plans.

The committee is chaired by AFL-CIO Vice President Robert A. Georgine, who called the meeting at the request of AFL-CIO President Lane Kirkland.

The Machinists called the Trump bid ''the second best thing that could have happened'' next to the sale of Eastern as a unit and the Pilots noted that more than 170 ALPA members would be flying the route.

By the end of May, the AFL-CIO Fairness at Eastern Fund had reached $1.26 million, with nearly all the funds disbursed to meet emergency needs of Transport Workers attendants, and ALPA and IAM members.



The nearly 4,000 trade unionists who rallied near the Philadelphia Airport were typical of trade unionists across the country, who have kept up their solidarity and support for the Eastern workers as the strike neared three full months.

'Electronic pickets' target AT&T

The labor movement is mobilizing to aid members of the Communications Workers and Electrical Workers, locked in negotiations with a greedy telecommunications giant, AT&T. The two unions are bargaining jointly to replace contracts set to expire at May 27 at 11:59 p.m.

Steelworkers President Lynn Williams called the AFL-CIO Strategic Approaches Committee together for May 31 to map out labor's response to the hardline AT&T has taken since bargaining began on Apr. 5. The carrier's proposals cut health care, attack seniority and gut skilled jobs. Williams chairs the AFL-CIO committee created to help affiliates who ask assistance in crucial negotiations.

The AFL-CIO Executive Council was briefed at its Spring meeting on the CWA-IBEW plans for ''electronic picket line.'' The council said the federation ''will be prepared to mobilize its resources to assist union workers at AT&T'' and to call for the fullest support possible from affiliated unions, state and local labor bodies.

Related stories on Page 5

The electronic picket line would involve the labor movement's temporary switch to an AT&T competitor for its long-distance telephone information services. Plans are for the union to start at headquarters and ''roll out'' the switch in phone carriers upon the call of IBEW and CWA.

Children's Day pushes major family issues

Parents and kids to lobby Congress

By Magda Lynn Seymour

Some 2,000 children with their parents in tow are coming to the nation's capital to spell it out for Congress that working parents shouldn't have to choose between their jobs and their families.

The AFL-CIO and affiliated unions organized the June 21 event to push for congressional approval of child care and family and medical leave legislation.

''Children's Day on the Hill'' flows from recognition that half the workforce consists of women and double-income families are becoming a necessity—creating needs with which working parents deserve help from their government.

The specific bills are the Act for Better Child Care (ABC) and the Family & Medical Leave Act (FMLA). The AFL-CIO's Committee on the Needs of the Working Family, chaired by AFSCME President Gerald McEntee, is directing Children's Day on the Hill and AFL-CIO Community Services Director Joe Velasquez (202/637-5190) is coordinator.

AFL-CIO Sec.-Treas. Thomas R. Donahue joined McEntee at the May 25 explanation of the national petition effort by kids and their parents. McEntee said those participating will be one parent and one child from each of the 50 states, who will actually present the petitions to their senators and representatives on June 21.

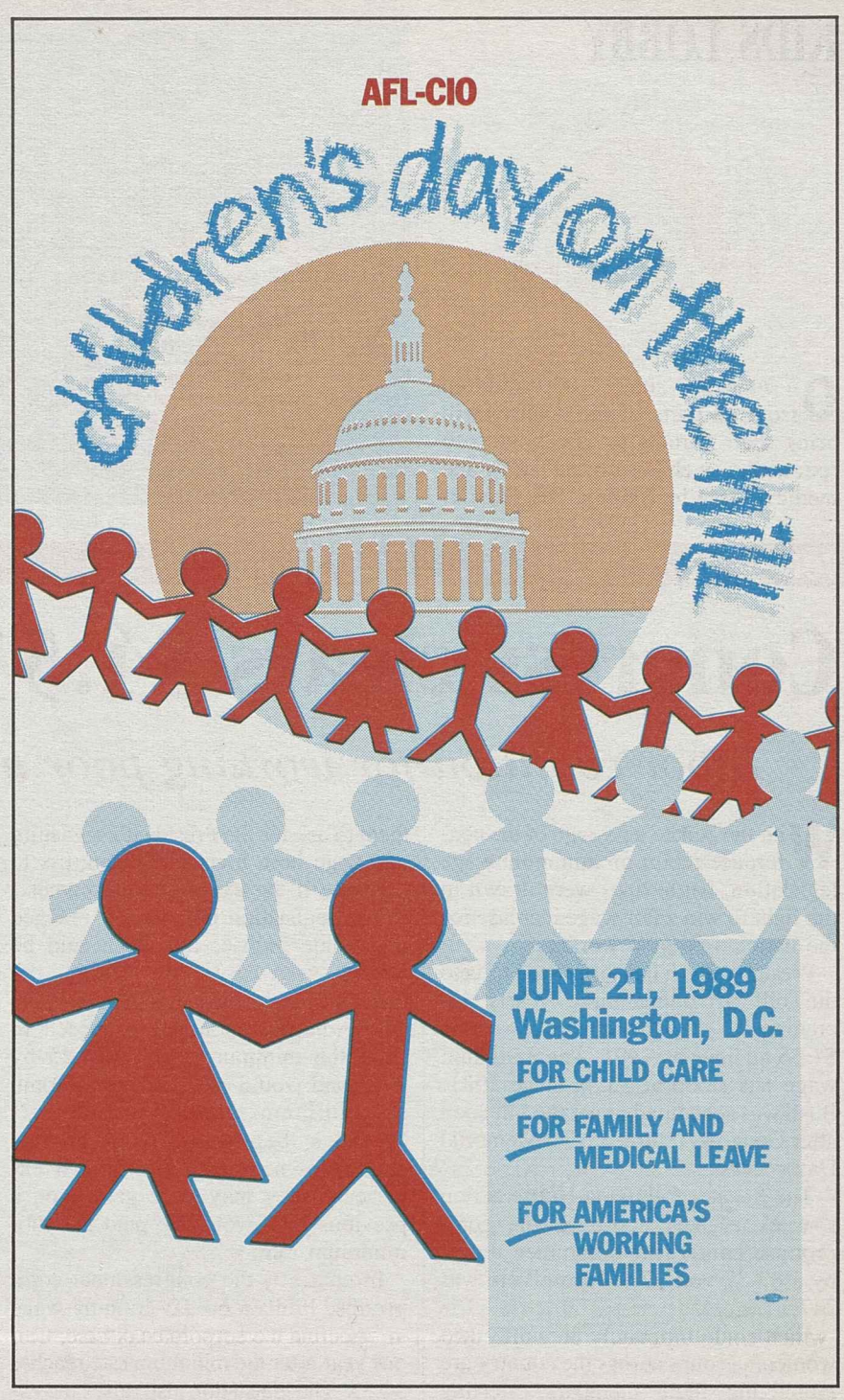
Principals at the news conference included: Justin Upshaw, Kirk Porter and Jondavid Sand, who brought parents and grandparents—President Gene Upshaw, National Football League Players Association; Teachers Sec.-Treas. Robert Porter, and the Flight Attendants President Susan Bianchi-Sand.

''We're trying to make the point that the window of opportunity for passage of these bills is open now,'' McEntee said, noting both Child Care and the Family & Medical Leave Act passed several legislative hurdles in 1988, only to be derailed in the final weeks of the 100th Congress.

Others at the press event included IUE President William H. Bywater, IBEW Sec. Jack Moore and President Al Bilik of the Public Employees Dept.

In 1989, action is expected on both the FMLA bill and ABC. In the Senate and the House, the FMLA bill is ready for a floor vote.

The House has two versions of a child care bill to consider before a floor vote can take place. The Senate reported the ABC bill out of committee in March, but has not scheduled a vote.



Multiple unions join effort

Targeting 2,000 children and parents in all 50 states is no easy task. The AFL-CIO and several affiliates have taken on the job of organizing the petition drive, the rally and chartering buses from the East Coast area to bring in the ''littlest lobbyists.''

The following unions are working on selecting the parent and child representatives from the 50 states and the District of Columbia as listed below:

ACTWU—South Carolina, Alabama, New Hampshire, Maine
AFSCME—Hawaii, Minnesota, Texas, Rhode Island, Arizona, Indiana
AFT—Florida, Missouri, New York
Bricklayers—Massachusetts
CWA—North Carolina, Georgia, Kansas, Virginia, Mississippi, New Mexico
IBEW—Arkansas, Alaska, Montana, North Dakota, Louisiana, Nevada
ILGWU—New Jersey
IUE—Kentucky
RWDSU—Maryland
SEIU—California, Oregon, Washington, Connecticut, Illinois
UAW—Michigan, Delaware, Ohio, Iowa, Oklahoma, Wisconsin
UFCW—Colorado, Idaho, Nebraska, South Dakota, D.C.
USWA—Pennsylvania, Tennessee, Vermont, Utah, West Virginia, Wyoming

State AFL-CIOs are being asked to help schedule appointments for the selected representatives with their senators and repre sentatives while they are in Washington.

'Stick together' petition

Pretty soon, you'll see kids at shopping malls, community centers and playgrounds signing up other kids to petition the Congress on bills which affect them and their families. But this petition is not for adults—it's geared toward our youngest advocates for their day in the nation's capital.

The petition itself is made up of four stickers, for which the kids solicit signatures and then mail intact to AFL-CIO headquarters. The stickers will be placed on maps of all 50 states and then given to the appropriate senators and representatives.

The petition says:

''Our parents work hard to take care of us. Please pass a good child care law soon. Please pass the family and medical leave act soon. Thank you.''

The theme of ''let's stick together'' is highlighted on the flyer to be handed out by the kid petitioners. It reads:

''Even though we're not old enough to vote yet, you can bet that we will be heard on June 21! You can be heard too, by signing your name on a 'Children's Day on the Hill' sticker. Your personal sticker will be taken to Washington and presented to our representatives in Congress on June 21. The more stickers we send to Washington, the louder we will be heard in Congress and the sooner our parents will get the help that they need so urgently. Let's stick together!''

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LEGISLATION

Change by Byrd softens FSX vote

On May 16, the Senate failed to adopt a labor-supported resolution blocking a Bush Administration agreement to help Japan build the advanced FSX fighter plane.

The close 52-47 vote reflected a deep concern in Congress over the $7 billion deal, which the AFL-CIO believes is a serious threat to American economic interests. Under the agreement the U.S. will assist Japan in developing the FSX.

The AFL-CIO believes that the Japanese are entering this agreement to gain access the key software and other aircraft components.

The Japanese could have purchased the state-of-the-art, American-made F-16s ''off the shelf'' for less than half the cost of the FSX. They could have bought U.S. F-14s or F-15s, twin-engine fighters with greater range and payload capacity and still saved a considerable amount of money.

Following the first vote defeating the resolution of disapproval, the Senate voted 72-27 to approve an amendment introduced by Sen. Robert Byrd (D-W.Va.), an opponent of the agreement. This labor-supported measure provides that it is the ''sense-of-the-Congress'' that the United States get at least 40 percent of the work in production of the plane, including work on spare parts, which could ultimately be worth three times the initial cost.

Tax reforms urged to curb LBOs

Congress asked to end bias in favor of debt

The AFL-CIO called on Congress to curb the preferential tax treatment given to debt financed corporate takeovers and leveraged buyouts, noting that ''under certain conditions, the tax advantage of debt over equity . . . could be nearly five times as great as it was prior to 1981.''

Federation tax specialist Arnold Cantor told the House Ways & Means Committee that the current wave of corporate mergers, acquisitions and leveraged buyouts is victimizing workers directly through job and income losses.

Cantor said events since AFL-CIO President Lane Kirkland's February testimony on the same topic have ''reinforced our belief in the gravity of the situation.'' Kirkland urged Congress to end the interest deduction on debt used to finance a LBO.

Corporate income paid as interest on debt is tax exempt, while income paid as dividends is not deductible. This creates a ''powerful tax incentive for debt financing,'' Cantor said. That incentive was compounded by the sharp cuts in individual and corporate marginal tax rates since 1981.

Further, steep increases in the amount of corporate debt have helped to undercut the corporate tax base, Cantor said, so much so that the 1985 corporate tax base would have been $50 billion larger if the share of corporate income excluded from federal taxes as interest payments had stayed at its 1980 level.

The AFL-CIO sees ''no real reason to tax a dollar of debt financed income any lower than a dollar financed by an equity investment,'' Cantor told the committee.

The federation believes action to ''remove the tax subsidy element from the merger-acquisition-LBO equation through placement of constraints on the interest deduction'' is needed now, he said.

Further, Cantor said, the AFL-CIO supports:

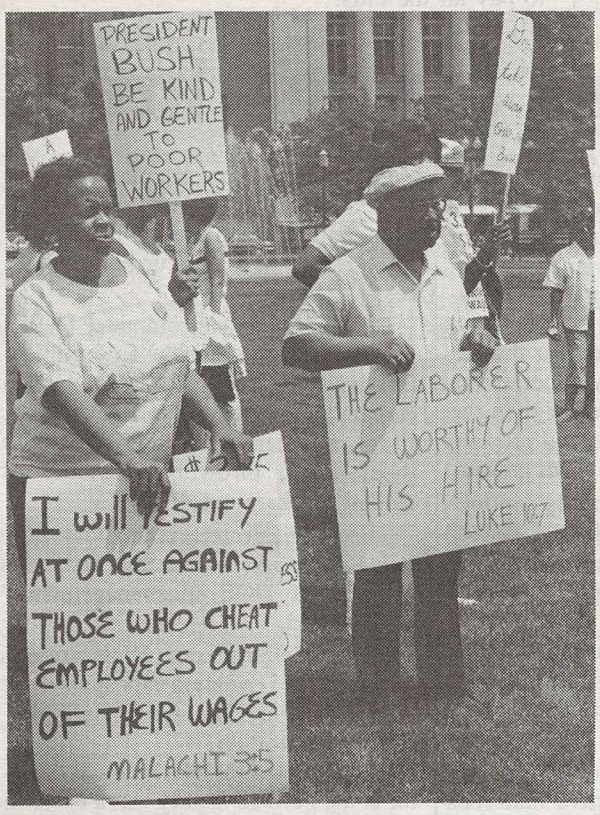
- Action to change the rules with respect to original discount obligations in transactions involving debt being replaced by equity, especially in situation that involve LBOs, so these rules no longer help subsidize debt for equity swaps.
- Measures, including re-enactment of the 30 percent withholding tax on portfolio income, to preclude giving foreign investors advantage over U.S. investors in situations where a denial of interest deductions would not affect foreign investors.
- Stronger measures to curb ''greenmail'' payments and ''golden parachutes.'' Even though greenmail is taxed at a 50 percent rate and golden parachutes at 20 percent, these practices are continuing.
- Passage of the Employee Pension Protection Act (H.R. 1661 and S. 685) which contains basic pension protections for workers and retirees in the event of a reversion.

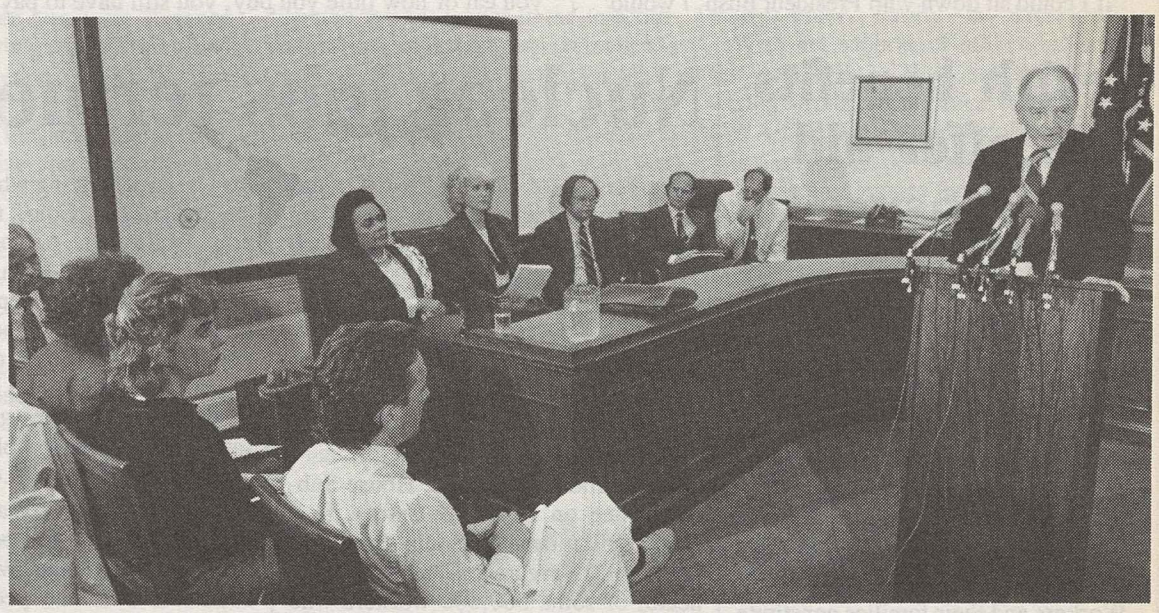
Cantor said Congress should encourage businesses to measure their success ''through their skill in increasing production, developing new products and technologies and providing well-paid productive jobs,'' and not through tax manipulation.

Committee Chairman Dan Rostenkowski (D-Ill.) blasted the Treasury Dept. for ''retreating'' on its support for code changes to reduce the tax law's bias in favor of debt.

''For months now, we've been waiting for the Administration to take a position on this issue . . . Here today, I believe you're back at square one,'' Rostenkowski said.

A Treasury official testifying before the committee offered to ease the tax treatment of equity, but rejected all proposals to limit the interest deduction for corporate debt incurred to finance LBOs and other takeovers.





Campaign for a fair wage

At left, minimum wage workers, across the street from the White House, send a message to President Bush. Above, former Health, Education & Welfare Sec. Arthur Flemming outlines activities by the Citizens Committee for a Just Minimum Wage in support of the congressional bill. He co-chairs the committee with Coretta Scott King, left.

'Chiseling 30 cents from the lowest paid'

The following one-minute radio ad ran on 37 radio stations in 14 states:

Announcer: The American promise—work hard, and you, too, can get ahead.

But it's an empty promise for the millions of American men and women who make the minimum wage.

We see them every day, working in our community—working hard—doing their best to build a better future.

But no matter how hard they try, many of them just can't make ends meet on a minimum wage that hasn't been increased since 1981.

Think about it—eight years without a raise. And you know how the cost of food and housing has gone up.

Recently, Congress voted to raise that minimum wage to a more decent level. But President Bush is threatening to veto this increase. He wants to cut it by 30 cents an hour—or have no raise at all.

Yet he wants to give a capital gains tax break averaging $30,000 to the wealthiest Americans.

Something's wrong here.

America should be a place where hard work pays off—for everyone.

President Bush, don't deny working Americans a chance to help themselves.

Sign the minimum wage bill.

A message from the Citizens Committee for a Just Minimum Wage, Leon Shull, treasurer.

LEGISLATION

Workers earning minimum describe plight

Ron Kessler, a member of SEIU Local 200B in Utica, N.Y., works as a housekeeper at the St. Luke's Care Center, a nursing home. He works full time for $4.30 an hour, earning about $8,000 a year.

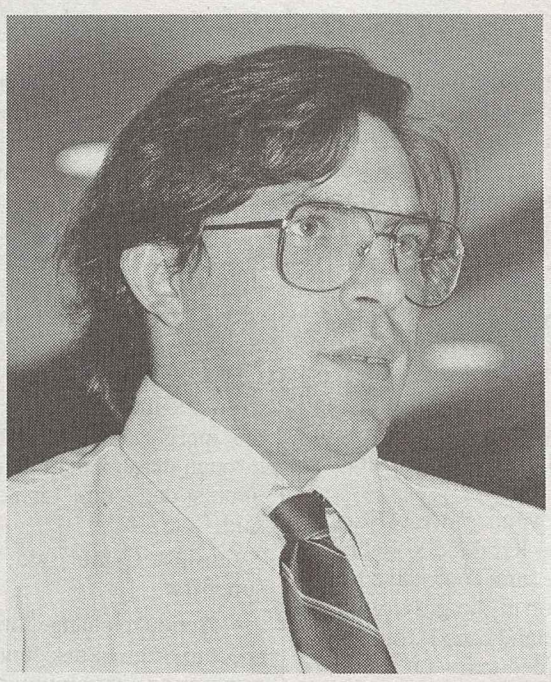
"For the people who want to work, who try to run a household and make it on $3.35 an hour, you just can't do it. Rent, utilities, food, it's really hard, and there's got to be a change.

"I've been at the home for five years and I'm still struggling. My wife works, but we're struggling to make ends meet. My wife's a diabetic and I'm spending hundreds of dollars a month to make sure she has what she needs—insulin, syringes, food in the house because she can't go without eating.

"There are times when it's come close and I say, well, instead of paying this bill, we'll buy food. When you have to take from something that you need to pay for something that you need to live, it's not right.

"I would say to President Bush: Work alongside me to see what it's like to work for a low wage and try to make a living. Hopefully, that would change your mind and you would see that the minimum wage has to go up just to keep the workforce strong.

"We have medical insurance through the union. Otherwise, I'd have to pay it out of my weekly check. If it wasn't for the union I wouldn't have anything."



Ron Kessler



Eula Mae Malone

Eula Mae Malone works as a janitor, cleaning the United Way Building in Atlanta. She has worked for the same company for 18 years and raised eight children by working two jobs that both paid about the minimum wage. Malone is a member of SEIU Local 569.

Here is what she has to say:

"If I could sit down with President Bush, I would ask: What do you do when you work two jobs, and at the end of the month, you didn't have enough to pay your utility bills, your house note or your car loan? Where do I go from there?"

"Even raising the wage to $4.55 an hour isn't enough. The power company got two raises this year, the water and sewage rates went up and that means I have to pay it. But we still stay at that bottom wage of $3.35.

"And it doesn't make any difference how little you eat or how little you buy, you still have to pay the same price. They don't have a line at Kroger's saying 'you make $3.35 an hour, this is your line over here' (where the prices are lower). I've never seen that but I wish they did have one. I'd go there.

"When you're making $3.35 an hour, you can't afford this, you can't afford that—you have to do without. Well, how much are you supposed to do without? For me, a higher minimum wage would mean that I could at least keep up with rising food prices. It may mean that some months I will be able to pay all the bills."

Health benefits bills offer aid for uninsured

While the U.S. is a world leader in advanced medical technology, there is something very wrong with the American health care system. New legislation, supported by the AFL-CIO, will help to alleviates the problem.

Today there are 37 million Americans, 16 percent of our population, who have no health insurance coverage at all. Another 50 million have only part-time coverage, and millions more are covered by inadequate plans.

Workers and their families constitute 75 percent of those without any coverage and a substantial number of the underinsured.

As a result of the deficiencies, the U.S. health status lags behind.

To help remedy this situation, the AFL-CIO is supporting S. 768 and H.R. 1845, the Basic Health Benefits for all Americans Act of 1989.

These bills, introduced by Sen. Edward Kennedy (D-MA) and Reps. Henry Waxman (D-CA), Gus Hawkins (D-CA), Bill Clay (D-MO) and Austin Murphy (D-PA), have been referred to the Senate Labor and Human Resources Committee and the House Education and Labor Committee. The bills compel employers to provide workers and their families with at least a minimum package of health care benefits. The bills do not require exorbitant Cadillac plans, but the most basic of benefits: hospital care, physicians' services, diagnostic tests, pre-natal, post-partum and well-baby care, with a cap on employee out-of-pocket costs.

Nuclear jobs termed 'tragic' threat

The leaders of three AFL-CIO constitutional departments called on Congress to take environmental and job safety responsibilities at the nation's nuclear fuel production facilities away from the Dept. of Energy.

The Occupational Safety & Health Administration and other federal agencies should be assigned the task, the witnesses said.

In testimony before the House Subcommittee on Health & Safety, they said DOE mismanagement and complicity may have adversely affected the health of some 500,000 workers who were exposed to radiation and toxic chemicals at those plants.

Building & Construction Trades Dept. President Robert A. Georgine, Metal Trades Dept. President Paul Burnsky and Industrial Union Dept. Sec.-Treas. Elmer Chatak urged that the OSHA and other federal agencies have the authority to regulate, inspect and enforce safety and health and environmental laws at DOE facilities."

The magnitude of the environmental and worker safety issues at the DOE production centers has been slowly revealed during this decade. In a recent report to Congress, DOE acknowledged the scope of the problems, estimating that it would take at least $53 billion—and more likely $200 billion—to upgrade safety and health conditions and clean up the environmental pollution.

Burnsky, as co-chairman of the Nuclear Workers Committee formed by the MTD and IUD, said "our workers face a tragic situation." While a pattern hasn't emerged, all the DOE facilities may be experiencing what was found at the Rocky Flats, Colo., nuclear production facility: a 61 percent greater number of cancer deaths among workers with 10 years of exposure to radiation than would be found in the general population. Of those deaths, the instance of leukemia and lymphoma was more than four times greater than the rate for the general public and prostate cancer was more than 9.6 times greater.

Georgine said DOE and its contractors in the past "hid behind a veil of secrecy . . . where they were not held accountable . . . to the people they professed to defend."

The secrecy mantle has shielded the contractors from responsibility for job safety as DOE placed production above worker safety.

BCTD members have constructed buildings where radioactive materials are used, and torn them down when they were no longer needed or were "too contaminated"—often without the appropriate protection or knowledge about the hazards, he said.

Georgine said a retraining program should include health and safety practices, and medical monitoring must be provided all past and current employees.

Chatak told the subcommittee DOE's proposed solution for the environmental chaos it has created at its production centers in Fernald, Ohio, Rocky Flats, Colo., and Hanford, Wash., is to close them down, throwing thousands of skilled workers out of jobs.

"Economic protection should be provided for workers who lose their jobs because of DOE mismanagement," Chatak said.

He testified that some DOE workers have received radiation exposures more than "100 times the maximum allowable concentration."

Chatak noted that the medical director at the Fernald facility was a licensed veterinarian, who was recently transferred to the Fernald's Human Resource Dept. A registered nurse has assumed his duties and is the "interim director."

Two bills urge restoration of Eastern

To promote Eastern Air Lines return to full operations and to prevent owner Frank Lorenzo from running the company further into the ground, congressional resolutions on the restoration of Eastern have been introduced in the Senate and the House.

These AFL-CIO-supported bills, S.Res. 114 and H.Res. 141, state "that the Bankruptcy Court and all involved parties should facilitate the prompt and safe restoration of Eastern Air Lines to full operations through all appropriate action, which may include appointment of an independent trustee pending sale of the company."

The measures are now pending before the House and Senate Judiciary Committees.

Trade union activists are contacting their senators and representatives to ask for support the Eastern resolutions.

CWA, IBEW vote strike, plan electronic picketing

Communications Workers and Electrical Workers members at AT&T overwhelmingly voted strike authorization that can be used if no new contracts can be reached with the telecommunications giant.

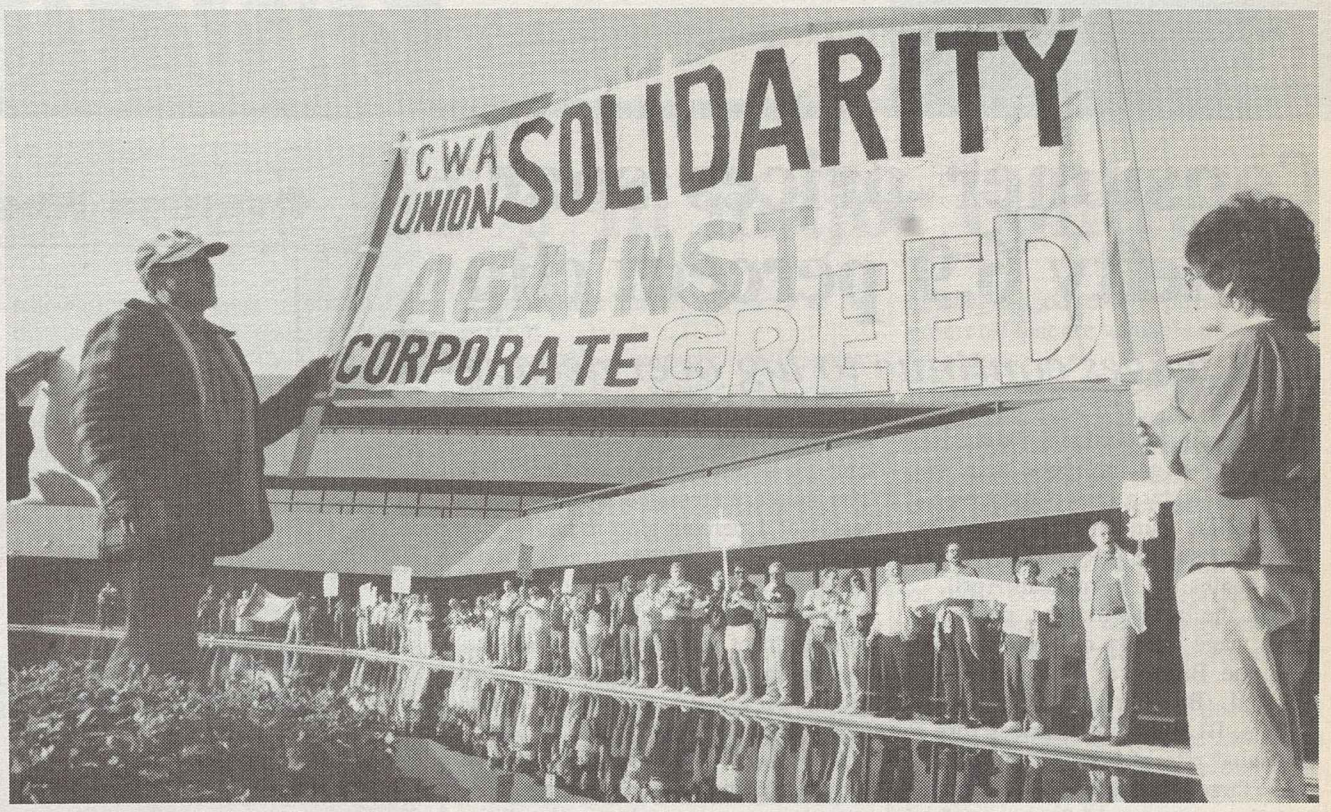
Going into the Memorial Day weekend, bargaining to replace the current contracts—which expire May 27 at 11:59 p.m.—was continuing.

The operating unit at IBEW voted strike authorization in the same time frame as their CWA counterparts. The IBEW manufacturing unit, following tradition, awaited the final AT&T offer before conducting the strike authorization vote.

The labor movement will add its support to any job actions called for by the two unions, which are bargaining jointly with AT&T for the first time.

The AFL-CIO Executive Council has agreed to support an ''electronic strike,'' if necessary, against AT&T. Such a job action would involve the boycotting of AT&T's long-distance service by switching to US Sprint, a nonunion carrier—a move that could cost AT&T more than $10 million a month.

CWA President Morton Bahr, whose union represents 135,000 AT&T employees, said that the company ''has yet to seriously address issues of concern to our members, particularly the issue of employment security. Management is pushing a package of sweeping unacceptable medical cuts and other proposals which attack seniority and deskill or fracture job quality.''



CWA President Morton Bahr says sidewalk picketing, like this demonstration against GTE in California, will be augmented in the Information Age by electronic picketing, which IBEW and CWA are launching in negotiations with AT&T.

Bahr said a strike is only one tactic that could be used to get the company to bargain fairly.

IBEW President John J. Barry said, ''We entered into this bargaining expecting AT&T to be tough, but fair. To this point, the company is playing tough, but has yet to exhibit even a modicum of fairness.'' Barry said the company finally offered a comprehensive proposal on May 22, more than six weeks after bargaining began.

''Their wage proposal is an insult, their health care cuts are abominable, and their failure to adequately address job security for our members is a disgrace,'' Barry said. The company has ''failed to give us a single reason for cutting health benefits, other than their desire to spend less. The company is extremely profitable and is spending only one penny of every dollar earned for the health care of union members and their families.''

Traditional strike tactics change with the times

The ''electronic picket line'' is a strategy to bring greater leverage and pressure on management to negotiate fairly at the collective bargaining table.

As CWA and IBEW negotiators attempt to hammer out a new contract with AT&T covering more than 175,000 union members, the unions are preparing for establishment of an electronic picket line against AT&T's ''invisible'' electronic products, such as long distance services, if a settlement is not reached.

The unions will ask fellow unionists and consumers to ''let your fingers do the walking,'' by dialing 10-333-1-area code and number for long distance calls. The call is then carried and billed by U.S. Sprint, even if AT&T is the customer's primary carrier.

''The power of the picket line to communicate, mobilize and generate support for the legitimate collective bargaining goals of union workers has been proven time and again over history,'' notes CWA President Morton Bahr. ''The sidewalk picket line has been a traditional weapon used by union workers. But the Information Age is reshaping our economy and tactics must change also.''

Despite AT&T's position as the undisputed market leader in the telecommunications industry, management has taken a hard line at the bargaining table. Among several concessionary demands, AT&T is demanding drastic changes in health care benefits which will cost CWA and IBEW members hundreds of extra dollars each year.

AT&T's earnings rose 10 percent in 1988 and jumped a staggering 21 percent for the first quarter of 1989.

''Our contract with AT&T is the largest single collective bargaining negotiations taking place this year,'' reports IBEW President John Barry. ''What happens in AT&T will affect every union family in America.''

With the support of other unions in the AFL-CIO, CWA and IBEW are asking working families to join the CWA/IBEW electronic picket line.

As a result of deregulation, consumers can now use the service of any long distance carrier for a single telephone call. Long distance companies are assigned a five-digit number—called an access code.

The charge for the call will appear on the consumers' monthly telephone bill. Or, in some cases, consumers will receive a bill directly from the long distance company.

Phone users: 'Let your fingers do the walking'

All local unions around the country are playing the following song by Joe Uehlein of the Industrial Union Dept. on their telephone message tapes.

Voice over:

There's a new kind of picket line. One where you can let your fingers do the walking.

AT&T is making records profits but in contract bargaining, the company is refusing to provide a decent standard of living for its workers. And AT&T wants to cut health benefits.

That's not fair.

The unions at AT&T—CWA and IBEW—are calling for an electronic picket line. Dial 10, 333, then 1, the area code and number for long distance calls.

That way you keep AT&T as your long distance company, but use another carrier until we reach an agreement.

Singing comes up:

On the line
On the line
It's an electronic picket line.
When calling long distance
Won't you come to our assistance
Don't use AT&T next time.

The members of the CWA and IBEW brought you this message. Please dial 10-333-1-the area code and number. Don't use AT&T.



Q. What's an electronic picket line?

A. In the past, if no agreement was reached with AT&T when our contracts expired, we would call a *strike.* On May 27 when our current contracts expire, we may still call a strike, but we may also use a new tactic—the electronic picket line—which is a boycott of AT&T's long distance services. This tactic can be used with or without a strike.

Q. What's the purpose of the electronic picket line?

A. Like a strike, it's a tactic that may be used to put economic pressure on AT&T to negotiate a fair settlement. It would be like a traditional picket line in front of a plant, store or other business. It won't permanently hurt AT&T—it's just one way to make AT&T feel the pinch.

Q. When will the picket line be set up?

A. If AT&T fails to reach an agreement with the IBEW and CWA when our contracts expire, the electronic picket line will be established when called for by CWA President Morton Bahr and IBEW President John J. Barry.

Q. How do I join the electronic picket line?

A. By dialing *10-333-1-area code-number* (for calls outside your area code). Your calls will be placed with another long distance carrier without permanently switching you from AT&T.

Q. What happens when the contracts are settled?

A. The electronic picket line will come down when we reach an agreement with the company. To make long distance calls after we settle, you just go back to dialing your calls as you did in the past. You will still have AT&T as your long distance company.

Data

Consumer prices soar at hefty 6.9 percent clip

Real wages continue to lag over decade

Workers got socked with the sharpest price surge in more than two years—fueled by a 11.4-percent hike at the gasoline pumps—as the government's consumer price index shot up seven-tenths of 1 percent in April.

Over the last 12 months, prices for urban wage earners climbed 5.3 percent, the Bureau of Labor Statistics reported. But during the last three months, BLS said retail prices rose at an annual rate of 6.9 percent.

The three-month surge includes transportation costs, up 15.2 percent; food and beverages, up 7.4 percent, and medical care, up 7.1 percent. On the lower side, apparel and upkeep rose 4.2 percent and housing 2.7 percent.

Heating oil prices continued to climb, posting a 2.3-percent increase in April, while fuel, gas and electricity costs accelerated five-tenths of 1 percent and were 3.4 percent ahead of a year ago.

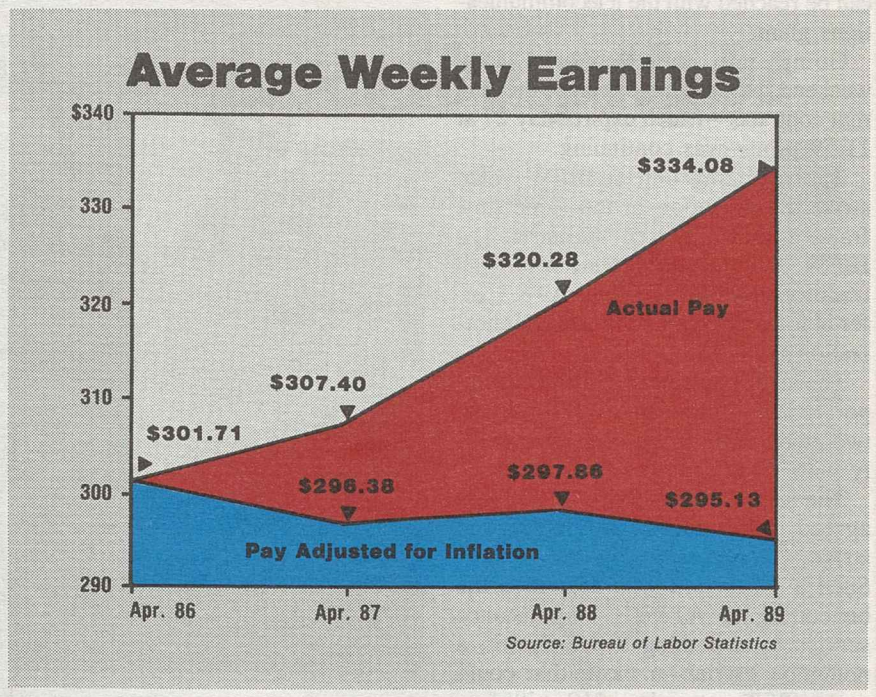
Meanwhile, workers' average weekly earnings posted their first monthly gain this year with an increase of 1.2 percent, the best showing since April 1988. The increase stemmed from a seven-tenths of 1 percent gain in hourly pay and a 1.2 percent growth in hours worked.

Even so, real weekly earnings are nine-tenths of 1 percent below the year-ago month and 7.9 percent behind April 1979, AFL-CIO economist Anne Draper pointed out.

Just about every major industrial sector—mining, manufacturing, construction, transportation and utilities and retail and wholesale trade—posted a reduction in real weekly earnings over the year. The two largest declines were in construction, down 2.5 percent, and manufacturing, down 2.4 percent.

The only over-the-year gains in real weekly wages came in the lower-paying sectors of finance, insurance and real estate, and services.

BLS said that a market basket of goods and services that cost $10 in the 1982-84 base period, cost workers $12.31 in April.



Meanwhile, the Commerce Dept. reported that new housing construction dropped 2.7 percent in April to an annual rate of 1.36 million units. That is the lowest rate in more than six years.

The April drop was the third monthly decline in succession and marked the slowest pace of housing starts since the Reagan Recession in December 1982.

In a revised report, the Commerce Dept. said that the gross national product in the first quarter rose at a 4.3-percent annual rate, 1.2 percent less than it reported in April. Lower business inventories were cited for the downward revision of the GNP.

Corporations posted profits at a seasonally adjusted rate of $319.3 billion for the quarter, off 1.7 percent from the previous three-month period.

$28 billion trade deficit posted in first quarter

Exports of U.S. made goods climbed to a monthly record of $30.8 billion in March, but imports increased to $39.6 billion—leaving the nation with an $8.8 billion foreign trade deficit.

Although the March shortfall was nearly $1 billion less than in February, the deficit for the first quarter of 1989 was $28 billion. At that rate, the deficit for the year would top $110 billion, not far below the $119.7 billion shortfall posted in 1988.

While the 9-percent increase in exports over the month was welcome news, AFL-CIO economist Mark Anderson noted that imports poured into the country at the second highest monthly rate ever, even though domestic spending slowed.

And Anderson expressed concern that the increasing value of the dollar would take its toll on American exports in coming months.

Hectic trading on foreign currency markets in recent weeks has pushed the dollar to a 29-month high particularly against the West German mark and Japanese yen. If that surge continues, Anderson warned that the imbalance in the U.S. foreign trade will get further out of whack.

An overvalued dollar makes U.S. exports expensive in world markets while reducing the costs of imports—making American products less competitive with foreign goods both in U.S. markets and abroad.

Both imports and exports of manufactured goods exceeded levels of the year-ago month. Imports were up $1.6 billion in March to $32.2 billion while exports rose $4 billion to $25 billion.

Imports of machinery, computers, chemicals, passenger cars, trucks and automotive parts showed the biggest increase. Auto imports rose from $7.7 billion to $7.9 billion, and about half of the increase was attributed to shipments from Japan. Oil imports grew nearly $500 million to $3.69 billion, the highest level since November 1987.

But for the first three months of 1989, imports of manfactured goods amounted to $91.4 billion, compared with exports of $66.3 billion.

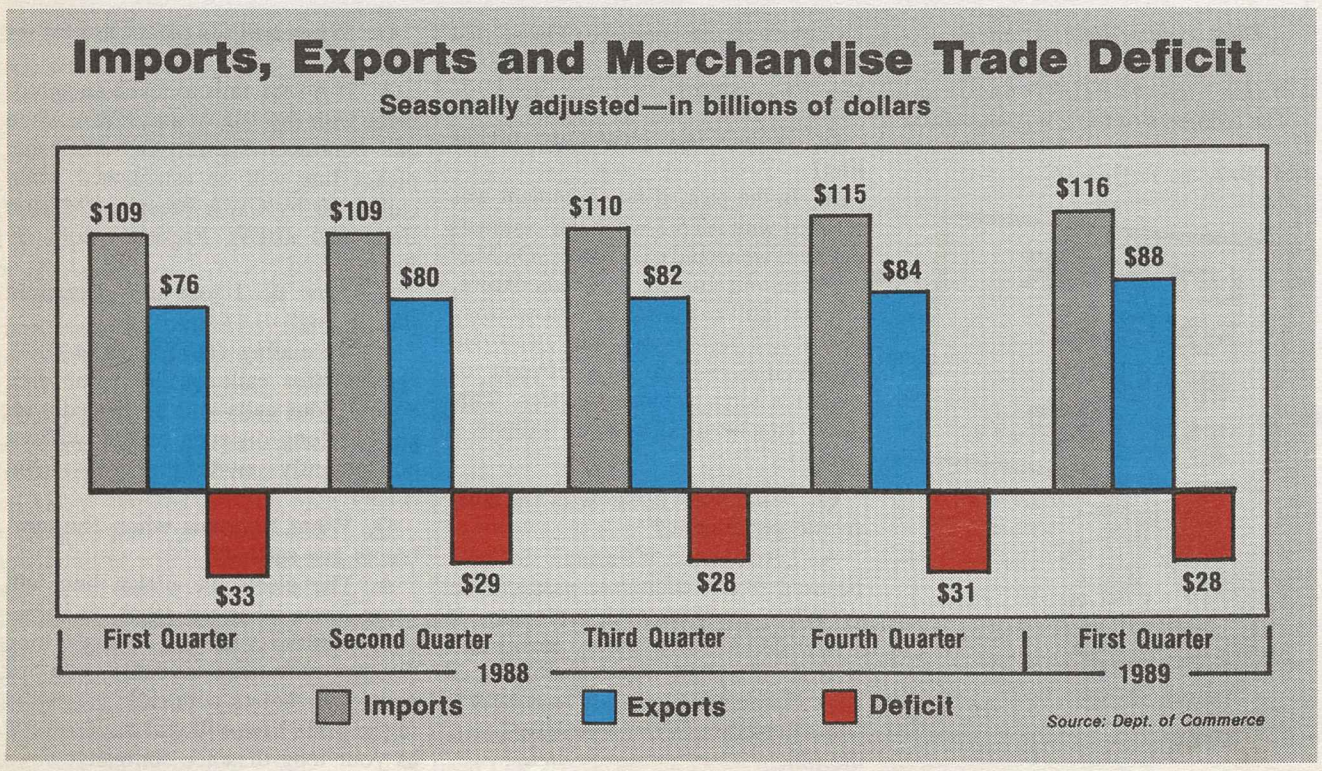
Overall imports for the first quarter of the year climbed to nearly $116 billion from $109 billion in the year-ago period. Exports rose to $88 billion from $76 billion in 1988.

The U.S. trade deficit with Japan amounted to $4.2 billion in March, just slightly below the levels of a month earlier and March 1988.

The trading shortfall with Japan accounted for nearly half of the total March deficit.

The deficit with West Germany eased to $805 million and to $248 million with Canada, the lowest level in several years. The United States posted a $552 million surplus with Britain, as well as a $400 million surplus with Western Europe, the best performance in six years.

With Southeast Asian countries of South Korea, Taiwan, Hong Kong and Singapore, the March deficit totaled $1.2 billion—down slightly from February, but up from March 1988.



Statistics at a glance

Consumer Prices

	Apr. '88-Apr. '89	Mar. '89-Apr. '89
All Prices (CPI-W)	5.3%	0.7%
Food	6.6%	0.5%
Housing	3.6%	0.2%
Medical Care	7.4%	0.5%
Energy	9.3%	5.6%

Workers' Earnings

	Apr. '88-Apr. '89	Mar. '89-Apr. '89
Real Average Weekly Pay		
All Private Industry	–0.9%	1.2%
Manufacturing	2.4%	0.2%

Home Construction

Housing Starts (millions of units)	1986	1987	1988	Apr. '89
	1.80	1.62	1.49	1.36*

*Annual Rate

UNION NEWS

Wage gains average 3.2% in major contracts

Workers covered by major collective bargaining agreements negotiated during the first quarter of 1989 won first-year wage increases averaging 3.2 percent and annual increases over the contract term averaging 3.1 percent, the Bureau of Labor Statistics reported.

BLS reviewed first quarter settlements in workplaces of more than 1,000 workers—with 199,000 workers covered by this survey. The last time the parties bargained, workers won over-the-term annual increases of 3.5 percent.

More than 15 percent of the contracts surveyed—covering 30,000 workers—included lump-sum payments which are not factored into the wage increases. Also excluded from the BLS wage calculations are cash profit-sharing distributions, like the plan won by the UAW at Ford Motor Corp.

Workers under contracts with lump-sum provisions received a 1.2 percent wage increase in the first year and annual increases averaging 1.8 percent over the life of the agreement. Overall, 43 percent of the nation's workers are covered by lump-sum payment provisions, BLS said.

Manufacturing workers averaged first-year wage increases of 2.1 percent and annual increases of 2.3 percent, BLS said, and more than two-thirds of the manufacturing workers received lump-sum payments.

In nonmanufacturing industries, first-year increases averaged 3.6 percent with average annual increases of 3.3 percent.

Construction workers won first-year wage gains of 3.3 percent and annual increases averaging 3.1 percent.

A separate BLS report on changes in wage and benefit levels—the employment cost index—found that in March, employer costs rose 4.8 percent over the year-ago period.

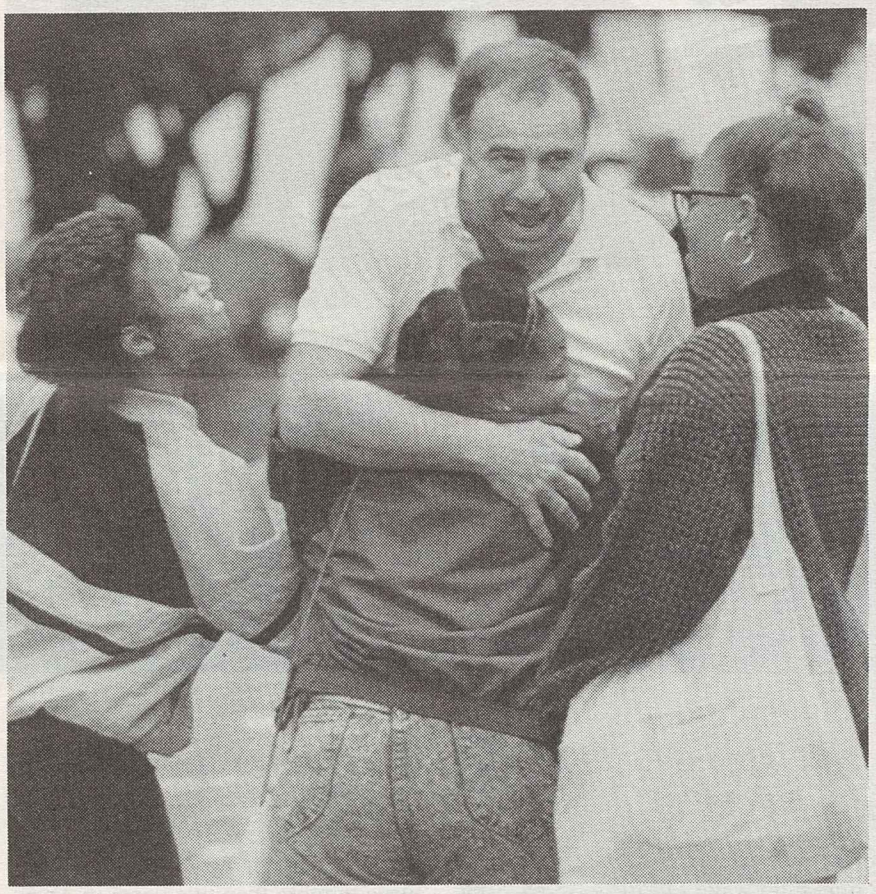
AFL-CIO economist John Zalusky pointed out that while the report shows a greater increase in wage costs for nonunion workers than for union workers, it includes managers and administrative personnel—who are ineligible to join unions.

The report also excludes the value of employee stock ownership, negotiated training and job security plans and other programs that are valuable to workers, he added.

"Since the early 1980s, unions have emphasized income security in negotiations while the BLS statistics have concentrated on the more easily measured elements of employer labor costs," Zalusky said.

But even without calculating the value of those benefits, it would take more than 20 years for nonunion workers to catch up to union members' wages and benefits, he said.

The survey reported that union workers earned an average of $12.60 in wages and $6.74 in benefits, while nonunion workers earned $10.57 in wages and $3.72 in benefits.



Students offered some moral support to Los Angeles Teachers on the picket line.

Los Angeles AFT ratifies pact

Los Angeles

Some 20,000 union teachers that jammed into Los Angeles Sports Arena shouted a resounding "yes" to a new three-year contract providing 24-percent salary gains as well as school site decision-making—a key issue in their ten-day strike—aimed at improving the quality of education for students.

Under the pay package, salaries for top level teachers with at least 10 years' service will climb in four steps from the pre-strike annual scale of $40,871 to $52,439 in 1991. For beginning teachers, the salaries will increase from $23,440 a year to $30,745.

The 23,000 members of the United Teachers AFT local went on strike May 15. The roaring voice vote approval of the contract at the May 25 ratification rally was about 20-1, the union said.

Provisions for the school-site authority would be instituted at everyone of the district's 600 schools with the approval of the school's faculty. It calls for each decision-making panel to have 50-percent representation from the teachers to address budget, curriculum and other matters.

Michigan court orders prosecution in job death

Detroit

The UAW hailed a ruling by the Michigan Court of Appeals that General Dynamics Land Systems Inc. can be charged with manslaughter in the 1983 death of UAW member Harvey Lee, who was overcome by a freon gas at the company's engineering facility in Center Line, Mich. The case was remanded to a lower court that had earlier dismissed the case.

Lee died of cardiac arrest after being exposure to the solvent Genosolv D, commonly known as freon, while driving a tank that had been cleaned with excessive amounts of the solvent.

Hungary's workers 'slip away' to form free trade unions

It's springtime in Budapest for free trade unions as Hungarian workers are slipping away from government-controlled labor organizations to form their own democratic unions.

Public support is on the upswing for the emerging free unions, said Tibor Vidos, a representative of Hungary's fledgling Democratic League of Trades Unions, during a visit to the United States and Canada.

With the support and assistance of unionists in the Western World, this is the season for Hungary's independent unions to blossom fully, Vidos said.

Political and economic reforms are on the horizon, he noted. It's not that hardliners in the Communist Party are ready to abandon their ideology. It's merely a matter of pragmatism.

With Hungary's economy in shambles and worker discontent mounting, the communist government has relaxed its ban on independent organizing.

Vidos's union—the Democratic Trade Union of Scientific Workers (TDDSz)—was organized in May 1988 and has grown to membership of 4,500, representing researchers, academics and professional workers. It is the first free trade union formed in a communist bloc country since the founding of Poland's Solidarnosc in the early 1980s.

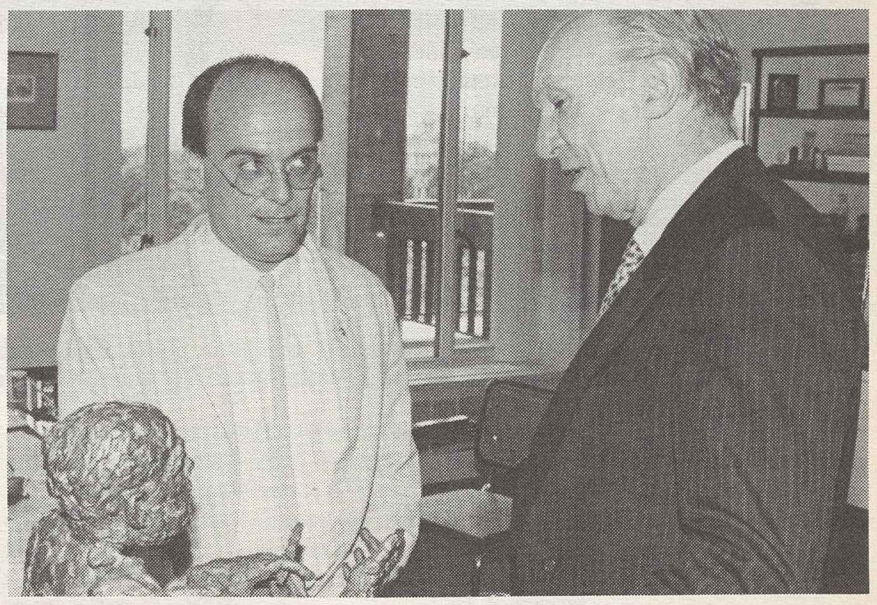
There are now eight independent unions that make up the Democratic League. Although the membership totals only 10,000, Vidos said the growth potential is great. Communist-controlled unions have lost as many as 300,000 members in recent years.

With a membership similar to the American Federation of Teachers, the TDDSz has established ties with AFT. During his visit to Washington, Vidos met with AFT President Albert Shanker and key labor officials, including AFL-CIO Sec.-Treas. Thomas R. Donahue.

A particular need of Hungry's free unions is technical assistance to help organize new members and to administer their operations.

The concept of collective bargaining is still unknown to Hungary's workers, Vidos said. True collective bargaining does not exist with the communist-run unions, their primary function is to serve the state.

In the long run, the Vidos said, Hungary needs to steer away from the Communist Party if it is to heal the troubled economy. But the prospects of that action are a long way off, he noted.



Tibor Vidos, representing Hungary's emerging free trade movement, chats with AFL-CIO Sec.-Treas. Thomas R. Donahue at the federation headquarters.

Kirkland and Donahue tour state federations

AFL-CIO President Lane Kirkland is headed to Ohio and Pennsylvania while Sec.-Treas. Thomas R. Donahue's next stop is Minneapolis in the continuing series of 1989 meetings with state federations.

Participants are invited by the state federations.

The remaining schedule is:

Kirkland: June 5 in Columbus, Ohio; June 7 in Harrisburg, Pa., and Aug. I in Los Angeles.

Donahue: June 1 in Minneapolis; June 6 in Seattle and July 25 in Austin, Tex.

Since 1981, AFL-CIO officers and staff have met annually with state and local federation leaders.

Revving up for Indy 500

The Machinists racing team qualified two cars for the Indianapolis 500 that will be run this Memorial Day weekend. Both cars—March-Cosworth Indy class racers—carry "Union Yes" logos on their noses and rear wings. IAM driver Kevin Cogan will be handling car No. 11 and Rich Vogler No. 29.



INSIDE

VOLUME 34, NUMBER 11
MAY 27, 1989

AFL-CIO NEWS

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The bankruptcy judge approved Donald Trump's purchase of the Eastern shuttle as the three AFL-CIO unions continued to work with a buyer for the rest of Eastern.

2 **Children's Day coming June 21**

Some 2,000 children and their parents will lobby Congress on June 21 for passage of child care and family and medical leave legislation.

4 **Workers tell story of earning $3.35**

Two workers tell why President Bush should sign the minimum wage bill to raise their pay for the first time since 1981.

5 **CWA, IBEW plan electronic picketing**

AT&T unionized workers voted strike authorization as the May 27 contract deadline neared. Plans for "electronic picketing" have wide union support.

6 **Consumer prices up, hit 6.9% annual rate**

Workers got hit by the highest price surge in more than two years in April. Gasoline costs fueled the inflation rate.

7 **Hungarians 'slip away' to form free unions**

Membership in Hungary's fledgling free trade union movement is gaining as the communist-controlled government eases restrictions on organizing.

UNION YES

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AFL-CIO NEWS

VOLUME 34, NUMBER 12 JUNE 10, 1989

FOCUS



Dollars disappeared from workers' pension funds to the tune of $20 billion in less than a decade, as fast-buck cheats exploit glaring loopholes in ERISA. Stories on Pages 6 and 7.

Eastern unions focus on Ritchie purchase bid

An investment group led by Joseph Ritchie continued its efforts to buy Eastern Air Lines, despite Texas Air's maneuvers to block any likely sale.

Ritchie, backed by the Pilots, Machinists and Transport Workers—who had more than $50 million in loan guarantees from AFL-CIO unions—met with bankruptcy court examiner David Shapiro on June 8.

At a Chicago news conference, Ritchie praised the Eastern unions who "are striking not for money, not for work rules, but so that they can change the work environment and really work."

The creditors committee told Shapiro that the takeover deal should be pursued and called the Ritchie plan "interesting and constructive." Shapiro then scheduled a series of sessions with creditors and financial analysts.

The renewed discussion of the Ritchie bid followed a setback June 5, when bankruptcy court Judge Burton R. Lifland moved away from the Ritchie group's proposal to review Texas Air's plan to operate a scaled down carrier.

ALPA predicted that the Texas Air plan could not satisfy the creditors committee because of several deficiencies, including a lack of pilots, "overestimation of revenues and underestimation of increased unit costs." And the Justice Dept. dealt another blow to Texas Air's plan, stating it will file an antitrust suit to block the sale of Eastern gates in Philadelphia to USAir.

Across the country, unionists continued their campaign of solidarity.

• AFL-CIO President Lane Kirkland announced another meeting of the AFL-CIO Fairness at Eastern committee—led by Steelworkers President Lynn Williams—on June 12, day 101 of the strike.

• The AFL-CIO Fairness at Eastern Fund, which passed the $1 million mark more than a month ago, is receiving and disbursing funds for emergency needs.

• Support activities included food bank collections trucked to Eastern hub cities, prayer vigils and picket line rallies.

And unionists kept an eye on these financial developments:

May 23—At Kirkland's request, President Robert A. Georgine of the Building & Construction Trades Dept. called a meeting of multi-employer pension plan trustees. The group met with ALPA President Duffy and IAM Vice President Peterpaul and representatives of investment firms backing bidders for Eastern to discuss union investments.

May 26—A second meeting of the plan trustees was held, to explore offering loan guarantees to investors while meeting the bankruptcy court deadline.

AFL-CIO Sec.-Treas. Thomas R. Donahue widened the search for financial support for the unions at Eastern, contacting affiliates in an effort to put together a loan guarantee package.

June 1—A loan guarantee of more than $50 million was made by the AFL-CIO and affiliates, to be made available from Washington banks. Other than ALPA and the IAM, the unions that joined the federation in pledging up to $5 million each included: the UAW, Bakery, Confectionery & Tobacco Workers, Bricklayers, Communications Workers, Electrical Workers, Food & Commercial Workers, Ladies' Garment Workers, Seafarers, USWA and Teachers.

June 5—Ritchie proceeded with his efforts to buy Eastern. Unions agreed to further reduce labor costs for first six months of operation if needed.

AT&T unity contract expands family care benefits

An innovative package of family care benefits is the centerpiece of a new three-year accord the Communications Workers and Electrical Workers negotiated for 175,000 members employed by the American Telephone & Telegraph Co.

The CWA-IBEW unity team bargained down to the wire against a May 28 strike deadline to win the breakthrough agreement that sets the pattern for contract talks to open soon with seven regional telephone operating companies that employ 500,000 workers.

Union Presidents Morton Bahr of the CWA and John J. Barry of the IBEW said in a joint statement: "We are proud to have broken new ground on child care and elder care—issues of growing importance when both parents must work."

Key elements of the provision include the creation of a $5 million fund provided by AT&T to develop community child care centers and services for the elderly, as well as grants of $2,000 per worker to cover adoption costs and extension of unpaid parental leave to one year with full seniority.

Under the pay package, 115,000 operating employees would receive a 4 percent increase retroactive to May 28, 2.5 percent in the second year and 2.25 percent in the third year. Some 60,000 manufacturing workers would recive an 8 percent lump sum payment the first year and base pay increases of 3.5 percent in the second year and 3 percent in the third year.

Ratification voting by 135,000 CWA members and more than 35,000 IBEW members is to be completed by July 7.



CWA President Morton Bahr and IBEW President John J. Barry, second from right, announce three-year agreement with AT&T that is a pacesetter in family care benefits. At left are IBEW negotiators Arthur Perry and Thomas Hickman.

The health care cost containment agreement encourages the use of preferred provider organizations (PPOs) once they are established in a given locale. For employees who chose not to use the PPOs, full coverage health would be reduced to an 80/20 plan with a $200 deductible. If the PPOs are not available, employees would be covered by the company's existing health plan.

Other contract highlights include:

• A 12 percent increase in pensions effective July 1 for all employees who retire after May 27, as well as a 5 percent pension improvement for retirees starting Jan. 1, 1991.

• A new profit-sharing plan for union employees that will pay annual bonuses of 2.5 percent of base wages, or an average of $700 per worker if the company meets its profit goals.

• An increase in the amount the company will match in the existing savings and security plan from 50 percent to 66.6 percent.

• A new group legal plan with reduced rates for a wide range of services.

Children coming June 21 to make case to Congress

By Magda Lynn Seymour

School's out across America, and on June 21 some 2,000 kids and their parents will lobby their senators and representatives for a child care law and passage of the Family and Medical Leave Act.

At least one child and one adult from each state will meet with legislators from their state to present petitions signed by kids, urging Congress to help make their parents' jobs a little easier.

Children's Day on the Hill, sponsored through the AFL-CIO'S Committee on Needs of the Working Family, is a reflection of working families' clear need for national policies to help them balance their job requirements with family responsibilities.

At a May 25 unveiling of plans for June 21, AFL-CIO Secretary-Treasurer Thomas R. Donahue emphasized the harsh realities most working parents face daily: ''For most American parents, the effort to achieve and maintain decent living standards while raising a family is more than just a juggling act. . .it's a stressful, daily struggle that cuts deeply into the quality of life both at home and on the job.''

AFSCME President Gerald McEntee said the message needs to be heard on Capitol Hill. ''The AFL-CIO and its affiliated unions felt it would be a dramatic demonstration of support for these bills to bring to Washington those individuals who are most affected by family legislation: namely, the parents and children themselves,'' McEntee said. McEntee heads the AFL-CIO Executive Council committee on the family.

The Family and Medical Leave Act would permit a qualified worker to take temporary unpaid leave, without fear of job loss, for the birth or adoption of a child and the serious illness of a spouse, child or parent.

The federation also supports a child care bill which would increase the supply and variety of child care, improve its quality, provide parental choice and involvement, set minimum health and safety standards and target federal funds to assist low and moderate income families.



National Football League Players Association President Gene Upshaw helps his son Justin sign the Children's Day on the Hill petition, while Flight Attendants President Susan Bianchi-Sand and her son JonDavid join in.

Children's Day Notes

The $3,000 Kid

For many parents, the rising cost of child care is prohibitive— $3,000 a year on average for a pre-schooler. Double that—for a family with two children—and child care becomes the fourth highest living expense, after housing, food and taxes.

Fortune Magazine Says:

A poll by Fortune Magazine found that a majority of working parents felt their children were not getting enough time and attention; that 59 percent of women and 38 percent of men had missed at least one work day in the previous three months because of family obligations; and that nearly 30 percent of both men and women had refused a new job or promotion because it would have meant less family time. Studies also show that corporations that do offer child care benefits report measurable improvements in absenteeism, tardiness, productivity, job performance and morale.

Family leave, child care bills given impetus by AT&T pact

A groundbreaking settlement with AT&T by the Electrical Workers and Communications Workers includes a package of benefits designed to make working and caring for a family more compatible.

Acceptance of the need for attention to family issues by an employer as important as AT&T helps focus attention on the issues which sparked June 21 Children's Day on the Hill.

CWA President Morton Bahr cited child care and elder care as increasingly important areas to address.

''We have negotiated a $5 million fund for the establishment of new child care centers and support for existing facilities,'' Bahr said. ''The settlement also provides for parental leave and leave for the care of elders, with the workers job guaranteed,'' Bahr said in his late May announcement.

''We are now looking into the 1990s,'' said Herb Linnen, AT&T's director of media relations, ''and we realize that to compete nationally and globally, we have to attract the best people and keep them. An overriding factor is the degree to which you can relieve some of that family worry.''

Union leaders have pointed to the spotlight now placed on these issues as an indication that the impetus for legislative changes may be now.

Other 1988 bargaining demonstrates the workability of child care and family leave policies as well as the importance of federal assistance to spur worker development. Bargaining examples:

- The Electronic Workers (IUE) at Unisys Shipboard and Ground Systems Group established a new tax savings account for child care. Also, IUE members at Indiana-Ford Electronics and Refrigeration Corp. agreed to a new contract which allows for one-year unpaid parental leave.
- AFSCME negotiated an on-site child care center for members at the Medical College of Ohio in Toledo over 30 years ago, which now serves as a model for the nation.
- Service Employees (SEIU) bargained a contract with the Affiliated Hospitals of San Francisco to obtain a paid leave plan which combines vacation and sick leave so that employees can be rewarded vacation days for unused sick leave.

'It's not easy being a kid'

It's not easy being a kid.''

''It's even harder when your Mom risks losing her job to stay home with you when you're sick.''

Those quotes might be heard in any neighborhood playground right now, as kids sign up their friends on a petition for federal support of child care programs and passage of a Family and Medical Leave Act in this country.

The youngsters have launched a signature drive to petition their senators and representatives.

The kids sign stickers which are sent to the AFL-CIO and placed in scrapbooks of their states. On June 21, 2,000 kids and their parents will lobby their senators and representatives face-to-face and give the petitions and their message to Congress.

If you want to be involved in putting kids' issues on center stage or bring your child to the June 21st event, call Bobby Creque at the AFL-CIO Department of Community Services. (202) 637-5191.

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LEGISLATION

Minimum wage bill still faces Bush veto

A change in House leadership and other intervening congressional business left the minimum wage bill sitting still through the first week of June.

But when it gets moving again, it's expected to crash headlong into a veto by President Bush.

The President has steadfastly pledged to veto any bill that moves the minimum above $4.25. The congressional version takes the pay rate to the nation's lowest paid workers to $4.55 in 1991.

After the expected veto, the House and Senate will each conduct an override vote.

It takes two-thirds to override, and both the Senate and House fell short when the conference committee report was passed—the Senate by a 63-37 vote and the House by a 247-172 margin.

In each chamber, that was one vote different than the vote on passage the first time—the Senate by one vote more and the House by one vote less.

The House originally approved the compromise measure in March by a 248-171 vote and rejected the Administration's call for a $4.25 top rate and the six-month ''training wage'' by a 218-198 margin.

The Senate then voted 62-37 for a version similar to the House passed bill, also after rejecting the Republican proposal to substitute the White House version. AFL-CIO President Lane Kirkland had called the congressional version ''a good compromise'' and urged Bush to let the increase become law.

The AFL-CIO launched a grass roots lobbying effort—urging the President to sign the bill, and if he refused, pressing Congress to override the veto—with a nationwide conference call between state federations and Sen. Edward Kennedy (D-Mass.) and Rep. Gus Hawkins (D-Calif.)

After that call, union members have campaigned for the bill by writing and phoning their congressional representatives. In addition, a local media campaign has been undertaken in selected states to help get the word out that a minimum wage increase is long overdue. In Virginia, for example, newspapers have been targeted to receive an ''op-ed'' opinion piece from State AFL-CIO President David Laws and letters to the editor—signed by local labor leaders—have been mass mailed.

The Citizens Committee for a Just Minimum Wage—a coalition of more than 100 labor and community groups—and other organizations, is also directing a grassroots effort to win the wage increase, pointing to broad public support for a fair wage increase. The citizens group placed radio ads on 37 stations in 14 states.

Congress adopts a better version

The AFL-CIO considers the minimum wage bill passed by Congress superior to the White House version because it:

- Raises the minimum wage to $4.55 by 1991.
- Limits a 60-day training wage to first-time workers. It would be phased out by 1992.
- Expands the current exemption for small businesses to gross incomes under $500,000.

The Administration's proposal, in contrast:

- Increases the minimum to $4.25 over three years.
- Allows employers to pay workers the subminimum for six months, even if no training was provided. The subminimum rate would apply to any worker on a new job, regardless of age or experience.

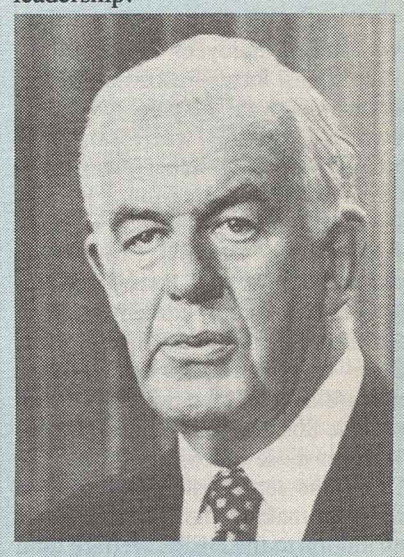
New Speaker Tom Foley: a skilled friend of workers

The new Speaker of the House, Thomas S. Foley of Washington, has a lifetime COPE voting record of 262 right and 65 wrong, or 80 percent. Foley was elected Speaker June 6 following the resignation of Jim Wright of Texas.

AFL-CIO President Lane Kirkland and Secretary Thomas R. Donahue said in a letter of congratulations that Foley's lifetime efforts ''on behalf of America's working men and women have been greatly appreciated.''

Foley, a native of Spokane, first moved to Washington, D.C. to work for the late Sen. Henry M. (Scoop) Jackson as counsel to the old Senate Interior Committee. In 1964, Foley returned home to the primarily Republican 5th House District, where he upset the incumbent. He has had the endorsement of COPE everytime he has run for office.

In the House, Foley's diplomacy and reputation as a parliamentarian won him increasingly important leadership positions. He was chosen chairman of the Democratic Study Group in 1972, majority whip in 1980, and the Majority Leader in 1986. After 24 years in office, he is now at the top of the Democratic leadership.



House Speaker Tom Foley

Air controller morale low, NATCA tells House panel

The nation's air traffic controllers are ''tired and demoralized and fed up with the empty promises that have been served up for the past eight years,'' the president of the controllers' union told a House subcommittee.

The testimony, by National Air Traffic Controllers Association leader Steve Bell, reinforced the findings of a new General Accounting Office report detailing many of the same problems that forced controllers to strike in 1981.

More than 80 percent of the controllers who responded to a GAO questionnaire displayed a sharply different view of reality than that of FAA brass. While 65 percent of the controllers said they were forced to handle too many airplanes during peak times, for example, managers said only 5 percent of controllers handled too much traffic.

In his testimony before an Oversight and Investigation subcommittee, NATCA President Bell noted that the union's new contract with the FAA requires controllers to get a break after two hours ''when operational requirements permit.''

Steelworkers, allies rally for extension of import restraints

More than 100 Steelworkers and their allies in the specialty steel industry rallied to petition President Bush to extend the Voluntary Restraint Arrangements (VRAs) for five years.

VRAs limiting specialty steel and carbon steel imports from 32 nations will expire Sept. 30 unless the Administration moves to extend them. Congress also must act by passing enabling legislation, and the House Ways & Means Committee has set hearings for mid-July.

The rally at a hotel in downtown Washington was hosted by Steelworkers President Lynn Williams and Richard B. Simmons, chairman of the Specialty Steel Industry of the United States.

Senate supports full Eastern operation

On June 1, the Senate sent a message of support to striking Eastern workers and helped to strengthen their position in pending bankruptcy proceedings.

By an overwhelming 94-0, senators voted to include S. 114, a labor-supported Eastern resolution, as a part of H.R. 2072, the Emergency Supplemental Appropriations bill for fiscal year 1989.

As adopted, the resolution expresses a ''sense of the Senate'' that ''the Bankruptcy Court and all involved parties should facilitate the prompt and safe restoration of Eastern Air Lines to full operations through all appropriate action, which may include appointment of an independent trustee pending sale of the company.''

The only plan for Easter that fits the definition of restoration is the purchase offer by Joseph Ritchie which is strongly backed by the unions involved—Pilots, Machinists and Transport Workers attendants.

The bankruptcy court's other pending options are a scaled-down operation or liquidation of the company.

Corrections proposed for cheap, inaccurate drug tests

A labor-supported bill to establish standards for the certification of drug testing laboratories has been introduced in the house by Reps. John Dingell (D-Mich) and Thomas Bliley (R-Va).

Drug testing is increasing as an inexpensive alternative to adequate management. The bill is designed to correct the habit of cost conscience employers of contracting with the cheapest laboratories—those most likely to produce false positives and false negatives—to do this work for them.

In the long run, this is a more expensive choice. It costs the employer the services of good employees who end up with false positives and leaves people on the payroll and in the shop with false negatives. Tragically, it also ruins the lives of those unjustly accused of drug abuse and poisons employee relations.

Some of these horror stories were told during hearings before the House Energy and Commerce Committee's Subcommittee on Oversight and Investigations:

- A veteran air traffic controller was falsely accused of drug use following a urine test. He was rescued from dismissal only because his supervisor challenged the results and discovered a clerical error on the part of the laboratory.
- At Fort Belvoir, two outstanding officer candidates had their military careers destroyed by positive drug test results, despite evidence of foul play in the laboratory.
- The former director of the forensic toxicology unit at the Transportation Dept.'s Civil Aeromedical institute in Oklahoma City claimed that confirmation tests were being performed on specimens when the lab did not even have the equipment or per-sonnel to do those tests. He was caught and pleaded guilty to falsifying tests results.
- Specimens were lost, misplaced, and even stolen. Some laboratories falsely claimed that the quality or quantity of urine was inadequate to permit retesting. And there were many instances of shoddy or careless lab work.

The House bill H.R. 33 is designed to protect workers by ensuring that the labs used by private employers meet quality standards. A lab certification program would be established and overseen by the Secretary of Health and Human Services (HHS).

After a reasonable period of time, during which laboratories could seek certification, it would be unlawful to use a non-certified lab. The bill also provides protections for workers whose rights are violated, including civil and criminal penalties.

UNION NEWS

Long HERE effort wins $1 million in backpay

Las Vegas

Two Hotel Employees & Restaurant Employees locals resolved a five-year-old contract dispute with the Showboat Hotel that will result in an estimated $1 million in back wages for the staff of the hotel/casino.

The settlement followed a large demonstration against the four downtown hotels that had refused to sign the 1984 labor agreement. The other hotels are the Union Plaza, Golden Gate and Las Vegas Club, which are on adjoining downtown corners. The Showboat is located about a mile from those clubs.

Under the settlement, the employer will begin making the $1.19 an hour contribution to the HERE welfare fund and will provide free on-premises parking for its workers, thereby eliminating the premium for ''tipped'' workers who were required to pay for parking.

Employees with one year or more of service will receive backpay and the unions will attempt to locate former members who have moved to other jobs, according to the agreement. Further, the union will withdraw its support of a shareholder's suit that aims to block a financial restructuring of the corporation. If the unions are successful in getting the action dismissed, then the Showboat will withdraw its counterclaim.

A 67-day strike in 1984 brought a five-year contract settlement, but when issues agreed to verbally were reduced to writing, four hotels refused to sign, claiming a disagreement over the ''downtown premium'' for parking. The hotels then picked through the contract for sections they would follow. In May 1986, the hotels refused to pay scheduled wage increases.

The unions—Local 226 representing the culinary workers and Local 165 representing the bartenders—filed charges with the National Labor Relations Board six months after the employers refused to sign the agreement.

In December 1987, a NLRB administrative law judge ruled that labor and management had reached an agreement and the contracts were valid. The judge ordered backpay for the workers who were being paid nearly $1 an hour below the scale. The hotels appealed to the full board in Washington.

The unions estimate that the 1,500 workers at the three remaining hotels are being shorted $35 to $40 a week, as other contract workers got two raises in 1987 and another one last year.

Picketing by the two HERE locals was part of their campaign to gear up for this year's bargaining to replace contracts that will expire on June 1 with the major hotels and casinos. Establishment of organizing committees led to the organizing of 200 new members at the four downtown hotels in just three weeks. And more than 90 percent of the workers at the ''Downtown 4'' signed a petition urging the owners to abide by the ALJ's ruling.

USWA ratifies at Bethlehem, signs at National

Steelworkers at Bethlehem Steel Corp. ratified a new 50-month contract that restores wage cuts taken in 1986. An agreement similar in economic terms was tentatively reached with National Steel Corp. a few days later.

The Bethlehem contract, ratified by a margin of nearly 4-1, covers 20,000 workers, while the National Steel Corp. agreement covers 7,300.

The National contract was approved by the USWA's board and sent out for membership ratification, with a June 19 count set in Pittsburgh.

In addition to the wage restoration, the new Bethlehem contract includes wage increases in 1991 and 1992; a $500 restoration payment and a profit-sharing plan until workers are fully compensated for past sacrifices, and a new profit-sharing plan.

The agreement also calls for increases in future pensions; periodic cash payments to surviving spouses; improved health care coverage for active and retired members; a trade and craft training program, and one holiday restored each year in 1990, 1991 and 1992.

Additionally, the company will fund a $300,000 per month USWA-Bethlehem Career Development Program, described as a major new venture in training and educating members.

The National contract parallels the Bethlehem pact in restoring wage cuts, although the actual amount is less at National because the concessions were not as steep. Among other gains there are additional hourly increases of $1 in 1991 and 50 cents in 1992, plus $500 lump-sum payments and a $500 advance on profit-sharing.

Inbrief

IUD unions at Rockwell win 13 percent pay hike

Three unions have reached agreement with Rockwell International Corp. on new contracts that will bring wage increases totalling 13 percent over three years to some 5,000 workers at five plants in the U.S. and Canada.

The Electrical Workers (IBEW), the Electronic Workers (IUE) and the Machinists negotiated under the auspices of the Industrial Union Dept. All three unions agreed to the same economic package while non-economic terms were negotiated separately at the local level, according to IBEW International Representative Peter Potenza.

All the contracts call for a 5 percent first-year wage increase with further boosts of 4 percent in both 1990 and 1991. The initial adjustment amounts to an average increase of about 50 cents an hour at all plants.

A cost-of-living adjustment will kick in if the increase in the Consumer Price Index exceeds 5 percent this year, 4 percent in 1990 and 4 percent in 1991. The COLA formula provides an adjustment of 1 cent per hour for each 0.3 point increase in CPI above the annual threshold level.

ESOP negotiations begun by Steelworkers at LTV

The Steelworkers announced they have begun negotiations on a new contract with LTV Steel Corp. following the company's acceptance of a union bid for an employee buyout of LTV Steel's 3,900-employee, eight-plant bar products division.

USWA President Lynn Williams expressed confidence that the parties would be able to reach an early agreement.

The union says a majority of local union presidents in the division have approved the tentative employee buyout proposal.

Machinists at Northwest rafity new 3-year pact

Machinists ratified a three-year agreement with Northwest Airlines that will provide pay increases totaling more than 9.3 percent for about 10,500 ticket clerks, reservation agents and clerical workers.

District 143 President Guy Cook said the ticket agents will top out at $17.70 an hour and reservation agents at $17.19 in September 1991.

UFCW contract in D.C. has strong successorship

Members of United Food and Commercial Worker Local 400 in the Washington, D.C. area have ratified a new contract with the Woodward & Lothrop department store chain that contains strong language protecting workers in the event the financially-troubled chain is sold.

The agreement, which also calls for raises and a new incentive pay plan that covers some of the 5,200 sales and support staff, is binding not only on the employer but, as far as legal, any new owner.

Before any sale can be consumated, Woodward & Lothrop would be required to notify a potential buyer of the existence of the agreement and the union protections it contains.

Hospital members return charter, join other unions

Members of the National Union of Hospital and Health Care Employees, voting in a mail ballot election conducted by the American Arbitration Association, decided to return their charter to the AFL-CIO and affiliate with either the Service Employees or AFSCME.

In balloting completed May 27, 13 former NUHHCE districts representing approximately 51,000 members will join Service Employees and five districts representing over 27,000 members will join AFSCME.

SEIU, AFSCME and NUHHCE agreed to rules for the conduct of the campaign and election with the assistance of AFL-CIO mediation.

NUHHCE was chartered by the AFL-CIO in October 1984. Previously its districts had been affiliated with the Retail, Wholesale and Department Store Union. In 1984, when the new union was joined, the New York district remained with RWDSU.

Grain Millers show net gain in membership

Hollywood, Fla.

Delegates to the Grain Millers convention adopted an organizing plan that calls on local unions and members to assist in unionization campaigns.

President Robert W. Willis outlined several organizing strategies the union had put to use. These include the ''One-on-One'' program to build communication among workers, in-plant strategies and ''Grain Miller Days,'' and the solidarity program at Archer Daniels Midland Co.

Since the 1987 convention, the Grain Millers won 75 percent of National Labor Relations Board elections, gaining 1,300 new members, Willis said.

The 312 delegates elected Howard W. Roe to succeed Gerald P. Miller who retired as executive vice president. Michael B. Taylor was elected to replace Roe as vice president of the south central district.

AFL-CIO Sec.-Treas. Thomas R. Donahue spoke at the convention, as did Robert Harbrant of AFL-CIO Food & Allied Service Trades; Noel Stoodley of the Canadian Labor Congress and Roy Luckens of the Aluminum, Brick & Glass Workers.

Postal Workers vow all-out fight to stop Sears post offices

Postal workers around the country are reacting strongly against a Sears, Roebuck Co. pilot program under which the U.S. Postal Service has set up mini post offices—staffed by Sears employees—in Sears department stores.

In a nationwide campaign coordinated by the American Postal Workers Union, some 365,000 APWU members around the country are sending a letter to Sears Chairman Edward A. Brennan which in part states: ''Your company's pilot postal venture with the USPS is nothing less than an attempt to replace us with a low-wage, nonunion workforce. . . .

If you do not shut down your pilot postal operations, we will have no choice but to cut up our Sears and Sears Discover credit cards, return them to you, and never patronize your stores or purchase Sears merchandise again.''

Announcing the nationwide campaign, President Moe Biller said APWU will not tolerate postal management's attempt to give away postal work—''our very livelihood.''

Panama unionists describe pattern of violence

Noriega's abuse not new to union members who work there

The raw brutality of Panama's aborted election last month was not as big a surprise to Panama Canal Commission workers as it was to other Americans. Those workers are all too familiar with General Manuel Noriega and his Panama Defense Force (PDF) and its tactics.

The 2,000 employees of the Panama Canal Commission don't live in protected military enclaves. They are out in the open, vulnerable and, as one witness told a House subcommittee, ''we stick out like a sore thumb,'' tempting targets for retribution from an angry dictator.

Union leaders from the Panama Area Metal Trades Council detailed the persistent pattern of terror and torture the PDF officials mete out to both U.S. and Panamanian nationals who work for the Canal.

Operating Engineer Karl C. Marohl told the subcommittee he and a coworker were abducted by Noriega's secret police on March 23, held for 14 hours—beaten, interrogated, and threatened with a 20-year prison sentence for ''crimes against the state''—all as part of the persistent harassment of Panama Canal Commission workers by Noriega's PDF.

Then there is the story of Willis Small, a Machinist and a Panamanian national.

''My personal bank account is frozen. My personal car was confiscated. . . I cannot leave the country at will because I do not possess a Pax y Salvo (tax clearance certificate) card. . . Also, because I am an officer of the Machinists union, all of my mail is already opened. . . My wife receives threatening phone calls. . . warning that unless we adopt a more militant stand against the U.S. government. . . my wife, my son and myself could get into serious trouble.''

As part of the U.S. imposed sanctions against Noriega and the Panamanian government for complicity in drug smuggling, the Canal Commission last year stopped paying income tax and education tax levies to the Panamanian government. That money has been going into an escrow account in New York since April 1988.

Since July, 1987—when Noriega first began to feel the heat of U.S. drug investigations, to the present day—the Canal Commission has documented hundreds of terror incidents including 16 bomb threats, seizures of homes, cars and other personal property, kidnapping, and 203 incidents of theft against individual employees.

Employees have been told that they will not receive treatment in Panamanian medical facilities because the U.S. is not forwarding the Panamanian equivalent of Social Security and Medicare taxes are not paid.

Commission employees, particularly those who are Panamanian nationals, are frightened and morale is at an all-time low, said Council President Arthur Davis. The Council is asking the U.S. to take steps to improve the security of all Commission personnel by providing living quarters on U.S. bases in the Canal Zone, extending U.S. residency privileges to all Panamanian nationals who work for the Commission, and to take other steps to improve the economic conditions, living standards and security for Commission employees.



Testifying at House hearings are Operating Engineer Karl Marohl, Panama Metal Trades Council President Walter Davis, Machinist Willis Smalls Jr. and Boilermaker Reuben Padmore.

Louisiana out to change last-place benefits rank

Baton Rouge, La.

The Louisiana AFL-CIO approved a legislative agenda that calls for major improvements in the state's unemployment benefits and workers' compensation.

The 375 delegates agreed that the state legislature should upgrade benefits to reverse impact of legislation that put Louisiana in last place in the ranking of state benefit levels. The state's unemployment level remains at 11 percent.

The convention urged changes in the workers' compensation law to raise benefits and provide closer scrutiny of the disbursement of money employers pay to insurance companies participating in the state program.

The delegates also called for legislation to permit mail-in voter registration, use of volunteer registrars and registration at state motor vehicle offices.

State Federation President Victor Bussie and Sec.-Treas. John R. Bourg were re-elected without opposition. Workshop topics included fiscal reform, unemployment compensation and the Federal Mediation & Conciliation Service.

Louisiana Democrats Sen. J. Bennett Johnston spoke about the impact of foreign trade on jobs in Louisiana, and Sen. John Breaux pledged to support the labor-backed bill to raise the minimum wage to $4.55 over three years.

Among the other speakers were AFL-CIO Legislative Director Robert McGlotten, APRI President Norman Hill, Coach Dale Brown of Louisiana State University basketball, and Jean Savoy, regional director of labor liaison with the United Way.

Michigan delegates stress strength in solidarity theme

Detroit

Solidarity under the banner of Union Yes dominated the Michigan AFL-CIO's 18th convention, where 700 delegates adopted 26 resolutions.

''What we must avoid at all costs is fighting amoung ourselves,'' State federation President Frank Garrison told the convention. ''But when our overall prosperity does not grow, when our manufacturing jobs are being taken away by foreign competition, the pie gets smaller. And when the pie gets smaller, we tend to start fighting over the crumbs.''

Michigan Governor James Blanchard carried the same theme of unity into the political arena.

''We have to unite as never before. We need the progressive forces of the state and this country to work together,'' Blanchard said.

''We can't have the Republicans manipulating us into fighting over crumbs, whether it's trade crumbs or budget crumbs.''

Among other convention speakers were Michigan AFL-CIO Sec.-Treas. Tom Turner, Brotherhood of Maintenance of Way Employees President Geoffrey Zeh and AFL-CIO Region I Director Charles Stott.

Resolutions dealt with school finance reform; the continued threat of privatization; fighting deregulation of the Michigan trucking industry; ensuring viability of the state's unemployment insurance trust fund and raising the state minimum wage.

Woodworkers raise per capita for organizing

Memphis, Tenn.

Delegates to the Woodworkers convention called for spending up to $500,000 a year on organizing activities and increasing the per capita payment from $6.14 to $9.14 by January 1991. The results of a membership referendum on the new per capita will be counted in mid-June.

The convention authorized the union's board to transfer funds for organizing from the union's defense fund. Delegates noted a drop in the IWA's membership since the late 1970s and the potential to organize thousands of new members in wood products.

IWA President William J. Hubbell explained to 119 delegates the dual need for added funding, to cover the costs of organizing and day-to-day operations. The per capita increases from $6.14 a month to $8.14 on July 1 and to $9.14 in 1991. After 1991, the per capita will be tied to the rise in the CPI.

Among convention resolutions, the delegates established an associate membership, called for an end to the exporting of logs and the U.S. Forest Service policy of allowing forest fires to burn themselves out.

Transport Workers in Philadelphia win 17 percent pay increase

Philadelphia

A new contract that will raise wages by 17.3 percent over three years was ratified overwhelmingly by more than 6,000 city transit workers represented by Transport Workers Local 234.

The raises—61 cents an hour immediately, and annual increase of 52 cents, 40 cents and 61 cents—will lift the top hourly rate to $14.36 by 1992. The cost-of-living formula was improved, with a portion being allocated to health insurance benefits.

Language covering random drug testing of workers in safety-related jobs was included in the contract. ''Basically, we are eliminating all drug testing that isn't in the law,'' said TWU Local 234 President Roger Tauss. ''Our contract requires rehabilitation. No one will be fired the first time.''

The agreement also settled litigation over SEPTA's demand that workers returning from leaves of absences longer than 30 days be tested for drug use. ''There will be no return-to-work testing,'' Tauss said.

The employees will pay $5 a week toward their pensions for the first time, but beginning Aug. 1, 1989, pension benefits will be increased from $18 per year of service to $40 for the years worked after that date.

Full retirement will now be offered at age 62 or for workers who reach age 55 with 30 years' service. Previously, full benefits were available only at age 65 with 30 years' service.

AFL-CIO, two affiliates get funds for training in AIDS

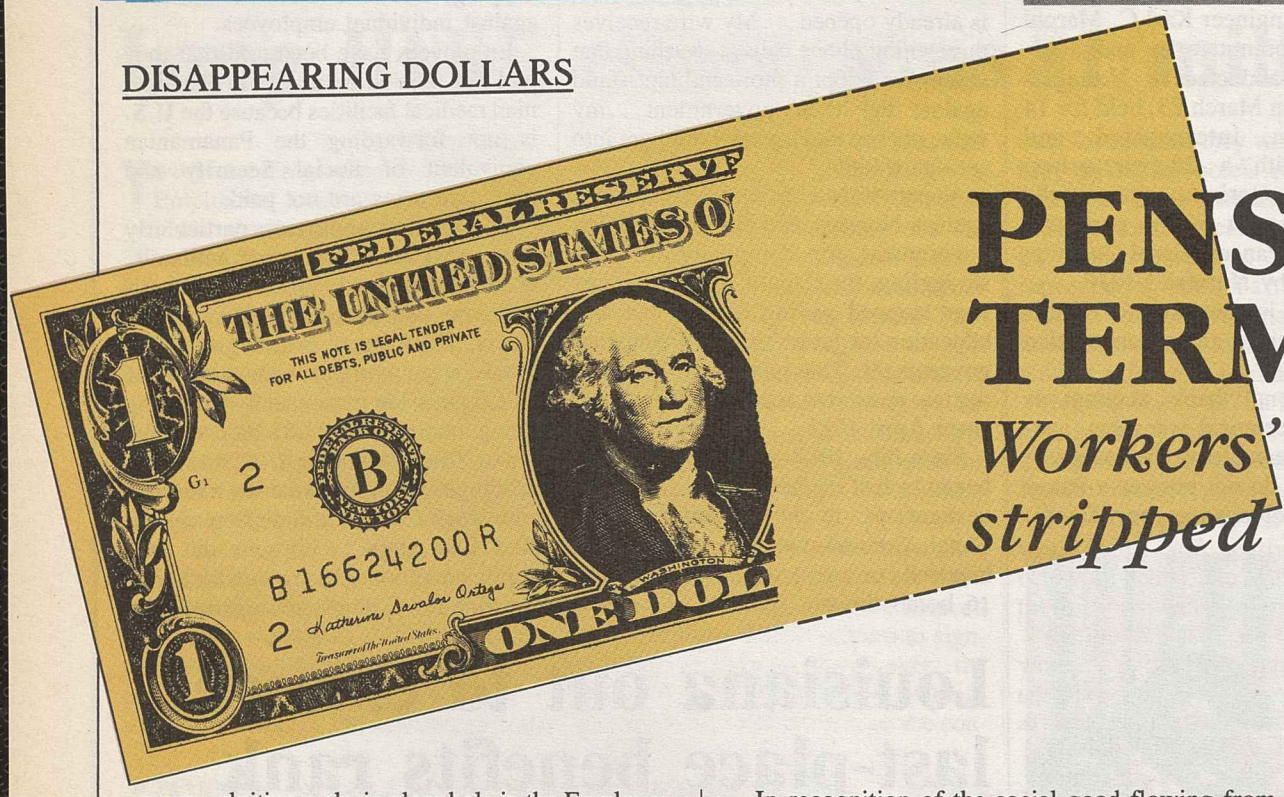
The AFL-CIO, Service Employees and AFSCME have received federal grants to further their education and training programs on AIDS, the acquired immune deficiency syndrome.

Federation safety director Peg Seminario said the grant provided to the AFL-CIO by the Centers for Disease Control will be used to develop education materials for union members on the prevention of the disease. The $80,000 grant is renewable for five years.

The SEIU will receive $70,000 as its share in helping develop AIDS materials that will cover AIDS transmission, protective practices and legal issues relating to the workplace, such as discrimination and liability.

AFSCME, which won a $91,000 grant from the CDC, plans to hire a full-time specialist to work on AIDS-related issues.

DISAPPEARING DOLLARS



PENSION TERMINATORS

Workers' pension plans stripped of $20 billion

Exploiting a glaring loophole in the Employee Retirement Income Security Act, fast-buck artists have raided workers' pension plans to the tune of $20 billion in less than a decade, using most of these questionably gotten gains to finance corporate takeovers.

ERISA was enacted in 1974 to make sure that pension plan money would be used exclusively for the benefit of workers and retirees.

But in 1980, West German financiers found a way to avoid this legislative intent. When they acquired the A&P company, these corporate raiders terminated the existing pension plan and paid off benefits earned up to that point. Then they took what was left—so-called ''surplus assets''—and used that money to finance the takeover.

This trend toward pension plan ''reversions'' has become rampant, jeopardizing the economic and retirement security of 2 million workers. Since 1980, almost 2,000 pension plans have been terminated. And there are some 600 other employer requests pending that, if approved, would turn still more of these pension plans into corporate ''piggy banks.''

The use of these billions of dollars in pension funds to line the pockets of corporate executives or to finance purely business transactions is contrary to the interests of workers and retirees and runs counter to ERISA's goal of protecting pension participants and beneficiaries.

The battle to safeguard the retirement rights of American workers has now been joined in Congress, where both houses are moving to curb greedy employers by enacting the Employee Pension Protection Act of 1989.

In the House, H.R. 1661, introduced by Rep. Bill Clay (D-Mo.), has been reported by the Labor-Management Relations Subcommittee and is now pending before the full Education & Labor Committee. Its Senate counterpart, S. 685, introduced by Sen. Howard W. Metzenbaum (D-Ohio), has been referred to the Labor & Human Resources Committee.

The Labor-Management subcommittee of the House Education and Labor Committee voted in May to approve H.R. 1661. The Senate committee may take up S. 685 in early June. Trade union activists have been urging both senators and representatives to become co-sponsors of S. 685 and H.R. 1661.

Supported by the AFL-CIO, these bills seek to ensure that workers receive their fair share of assets from terminated pension plans. At the same time, they are designed to encourage employers who terminate their pension plans to establish new ones as generous as those terminated.

Traditionally, workers and their families have deferred wages and other benefits in exchange for the creation of pension funds that will provide economic security at retirement. Workers expect that their pensions will continue to grow with their years of work and future earnings.

In recognition of the social good flowing from a private retirement system, Congress provides $40 billion in annual tax breaks to employers who establish these ''permanent'' pension plans.

When employers prematurely terminate these plans and skim off so-called ''excess assets,'' they are betraying this trust and seriously jeopardizing the economic future of workers and retirees. Instead of viewing pension plans as a long-term commitment to their workers, employers have begun to redefine the pension promise to serve their own short-term goals.

It should be emphasized that the vast majority of single-employer pension plans are well-funded. As a matter of fact, in the overwhelming majority of cases, these plans have assets that employers could claim are ''excess.'' According to the most recent figures, these plans have more than $218 billion in surplus assets with which to meet their obligations to present and future retirees. These ''surplus'' assets may disappear quickly if there should be a significant downturn in the value of stocks and bonds held by a pension fund.

One of the reasons these pension plans become technically ''over-funded'' is that employer contributions are based on the principle of the ability to pay future retirement benefits. Funding is usually based on a projection of what employees will be entitled to if they continue to have reasonable salary increases and work until normal retirement age.

"Almost 2,000 pension plans have been terminated since 1980 and some 600 other employer requests are pending."

But the whole private pension concept collapses when a plan is prematurely terminated. At that point, the employer becomes liable only for benefits accrued until the date of termination—not for promised future benefits.

When employers terminate pension plans for the sole benefit of milking them of those ''excess assets,'' they currently are under no obligation to replace these plans. It has been estimated that in 1987, more than one-fourth of all terminated plans were never replaced.

Even when employers do establish replacement plans, workers usually are forced to accept inferior benefits and retirees lose any hope of future cost-of-living increases. According to a Labor Dept. study, workers lose an average of 45 cents for every pension dollar they would have received had their pension plans not been terminated.

Legislation was introduced during the 100th Congress that would have temporarily suspended employer ''reversions'' until Congress could resolve the issue. Although this legislation did not become law, the Treasury Dept. agreed to putting a voluntary hold on granting employer requests for ''reversions.'' But that moratorium ran out on May 1, leaving the Administration free to begin processing the 600 proposals already in the pipeline. Therefore, prompt legislative action is needed.

The proposed law would impose a series of requirements on employers who terminate a pension plan and seek a reversion as follows:

Employers who establish an identical defined-benefit plan must:

- Retain a cushion equal to 125 percent of projected benefit liabilities in the new plan to protect the promised benefits of active workers from stock market downturns and inflation.
- Provide a one-time catch-up to retirees to the extent that their benefits have not been adjusted for inflation in the past.

Only then would the employer be permitted to recoup the remaining assets.

Employers who establish a less generous plan—either a non-identical defined benefit plan or a defined contribution plan—must:

- Provide a new plan that meets certain minimum benefit standards.
- Transfer a larger cushion—135 percent of projected benefit liabilities—into the new plan to protect the promised benefits of active workers, to safeguard against stock market downturns and inflation, and to compensate for the additional loss in workers' retirement benefit security because the replacement plan is not as generous or secure.
- Provide a one-time catch-up to retirees unless they have received inflation adjustments in the past.

Only then will the employer be allowed to recoup any remaining assets, if the plan permits.

Employers who do not establish a new plan must:

- Transfer any money that would have been given to participants to Individual Retirement Accounts.
- Provide a one-time catch-up to retirees, unless they have received inflation adjustments in the past.
- Allocate any remaining assets to the accounts of active workers on a pro-rata basis.

It should be emphasized that this legislation does not require employers to fund their pensions any differently than they do now. Nor does it require employers to increase benefits. It merely requires pension plans to contain certain provisions for benefit security comparable to those that existed in the original plans.

In the AFL-CIO's view, the Employee Pension Protection Act of 1989 represents a reasonable and realistic approach to the problem of pension plan terminations and reversions, protecting the retirement benefit security of workers and retirees while preserving the voluntary nature of the private pension system.

'Workers lose an average of 45 cents for every pension dollar they would have received had their pension plans not been terminated.'

Buyout, takeover craze fuels pension tampering

It is vitally important to union members and the nation that Congress take a hard look at the threat leveraged buyouts pose to workers' pension benefit security.

In the last decade, corporate America has been rocked by an explosion of high-priced, high-debt corporate takeovers and mergers—financial maneuvering that has ruined the lives of thousands of American workers and cast doubts about the nation's economic security.

The corporate cannibalism of leveraged buyouts is still on the rise. Yet nobody has accurately assessed the total damage wrought by this craze—not only to the afflicted companies and their employees but to whole communities.

At least 90,000 members of AFL-CIO unions have been stripped of their jobs because of mergers, takeovers and leveraged buyouts. And that figure only scratches the surface. Many thousands more have been forced to take wage and benefit reductions. Thousands of needed jobs have failed to materialize. Hundreds of cummunities have lost payroll and tax revenues.

The increasing number of corporations carrying heavy debt threatens America's power to produce and compete in the world marketplace. The mortgaging of our economy is reflected in the jump of the proportion of the capital of nonfinancial corporations financed by corporate debt from 34 percent in 1983 to 42 percent in 1988.

Takeovers and leveraged buyouts raise questions about how to make corporate America more productive and accountable. This job cannot be left to corporate raiders or LBO specialty, because their concern is short-term profits, not long-term economic growth.

As major investors in corporate America, worker pension funds have a major stake in creating a corporate governance system that redirects failed corporate policies to enhance the value and stability of the existing company and its workers.

By virtue of their large holdings in American corporations and their tempting sources of collateral for repayments of debt, pension assets play a varied and significant role in leveraged transactions. As the largest single group of institutional investors, pension funds account for approximately 43.5 percent of total institutional holdings, 24 percent of the equity market and 15 percent of the bond market, according to House testimony by Dr. Carolyn K. Brancato.

Leveraged buyouts harm workers' pension funds in a number of ways:

- Benefits may be reduced because of LBO-related layoffs. The Labor Dept. estimates that workers who change jobs suffer an average 23-percent cut in pension benefits. Meanwhile, leveraged companies save money because they've terminated pensions for laid-off workers.
- Benefits may be reduced because of devaluation of bondholdings in targeted or leveraged companies that have become encumbered with great amounts of debt and/or devalued equity investments in the event of bankruptcy of highly leveraged companies.
- Benefits may be reduced for workers still employed by targeted companies when plans are terminated and so-called "excess assets" are gobbled up by employers. Heavy debt burden encourages companies to pursue this route.

There are no accurate estimates of the total exposure of worker pension fund assets in LBOs.

Although the overall amount of pension fund assets invested in leveraged buyouts appears small—less than 2 percent of total assets according to the Labor Dept.—pension funds accounted for 15 percent of junk bond financing in 1987. That adds up to $18 billion. Then there are indirect pension plan investments through mutual funds and insurance companies, each of which held 30 percent of these junk bonds in 1988. Junk bonds are sold to liquidate bank loans obtained to finance the stock acquisitions necessary for the execution of a takeover or LBO.

When takeovers run up big debt, pensions get raided to pay for it.

One survey shows that in 1987, 22 of of the top 200 pension funds invested $3.7 billion in LBO equity funds. Estimates are that this investment nearly doubled—to $7 billion—last year.

These investments may not seem to pose a significant threat to diversified portfolios. But a number of factors heighten the risk factor for LBO investments:

- Junk bond holdings and LBO fund investments are concentrated in a small number of private and public pension plans, increasing the risk for participants in those funds.
- Many experts warn that a downturn in the economy could heighten the risks associated with leveraged buyout investments. Higher interest rates could jeopardize the financial ability of leveraged companies to repay the debts they've accumulated.
- The General Accounting Office points out that LBO fund investments pose a liquidity risk because "plan assets are committed to a limited partnership for as long as 10 or 12 years, and the partnership interest cannot be traded on the open market like stocks or bonds."
- Dr. Kathleen Utgoff, executive director of the Pension Benefit Guaranty Corp., warned the Senate Finance Committee of the impact of LBOs on the PBGC's liability. "If highly leveraged companies are more likely to fail," Utgoff said, "then the PBGC will be asked to step in more frequently as LBOs increase. Even if LBOs do not increase the chance of failure, the distribution of assets to the shareholders in an LBO reduces the assets available to the PBGC as an unsecured creditor in the event of a bankruptcy."

Unless Congress acts, debt-financed mega-dollar mergers, acquisitions, takeovers and defensive actions will continue to lead to economic tragedy. To insure that future merger activity encourages economic competitiveness and expands the nation's employment base, the AFL-CIO has recommended action in a number of areas:

PENSION LAWS—Since 1980, U.S. businesses have scrapped sound, well-financed pension plans which covered 2 million workers, pocketing $20 billion in the process. (The federation's proposals on how to deal with this crisis are in the preceding article on page 6.

TAX LAWS—Junk bond debt is one of the driving forces behind the takeover epidemic. Unlike traditional buyouts financed with cash or other equity, the interest payments on these huge loans are tax-deductible, and therefore are encouraged by existing tax laws.

The federation supports tax code changes to remove the deduction for interest on debt used to raid other corporations, or to defend against a takeover attempt.

In addition, labor believes that greenmail (blackmail paid to raiders to go away) and golden parachutes (huge benefit packages used to buy off existing management) should be subject to a 100 percent excise tax.

SECURITIES LAWS—These laws are designed to prevent the manipulation of stock and to protect stockholders. But corporate raiders, through both legal and illegal means, have undermined their effectiveness. The AFL-CIO has proposed:

- Requiring early disclosure of the intent to acquire companies so stock deals can't be hidden.
- Lengthening the time stockholders have to respond to stock purchase offers.
- Prohibiting abusive stock practices, such as two-tiered offers that favor one class of stockholder over another.
- Requiring that raiders make detailed disclosures to workers and their communities about plans for target companies, including plant closings, layoffs and terminations.

The AFL-CIO is also interested in seeing that raiders abide by all inherited contracts and collective bargaining agreements. Therefore, the federation has called on Congress to review existing laws which cover the issue of successorship and to enact a successorship law which would safeguard the contractual rights of workers when there is a change of ownership. Such laws are in effect in West Germany and in several of the Canadian provinces.

Three examples of pension abuse

DISAPPEARING DOLLARS



Here are some examples of how pension funds have been abused during the leveraged buyout craze:

RJR Nabisco—The North Carolina Pension Fund held $500 million of RJR bonds prior to the buyout by Kohlberg Kravis Roberts. In the capital restructuring which followed, bondholders experienced a 15 percent drop in value, which meant that the fund covering North Carolina's public employees suffered a $75 million loss in those holdings.

Texaco Buyout of Getty Oil—This takeover in 1984 involved serious pension abuses affecting members of Oil, Chemical & Atomic Workers Local 8-898. Texaco terminated the Getty plan covering 18,700 employees, raided the fund to the tune of $250 million, and substituted its own inferior pension plan.

As a result, employees who retired found that their pension benefits had not increased in value in the four years following the takeover. To add insult to injury, the $250 million that Texaco took from the terminated plan was used to fight off several subsequent takeover attempts.

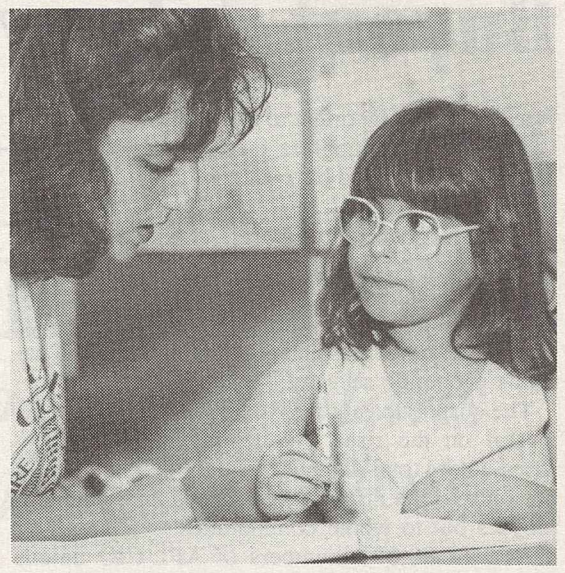
Pacific Lumber—Using junk bonds to finance this buyout, a company named Maxxam directed a brokerage firm to buy Pacific Lumber stock from six pension funds. This action served to "park" the stock until Maxxam could buy it at a later date, thus depriving the pension funds of the takeover profit.

Maxxam then terminated Pacific Lumber's $80 million pension fund and took control of $50 million in so-called "excess assets," which it used to help finance the debt it incurred in the takeover process.

This case has been under investigation by the federal government through both the Labor Dept. and the Securities & Exchange Commission.

WORKPLACE INNOVATION

Creative teaching broadens vistas for Miami pupils



Member of Future Educators counsels student.

Miami

Schools in urban areas have been hit hard over the past few years, facing declining resources, low teacher morale, competing administrative interests, difficulty in recruiting new educators, and a wave of immigrant children who have special educational needs.

In Florida, the Dade County school system surrounding Miami was no exception. The school district, with 225,000 students attending 260 schools, is the nation's fourth largest system.

But an innovative, cooperative approach by labor and management is helping to make the county a showpiece, both in educational achievement and the professionalism of teaching.

Union and school officials have been working to advance the professionalization of teaching since the 1970s, when a local of the American Federation of Teachers—the United Teachers of Dade first negotiated a collective bargaining agreement with the school system. That contract set up several labor-management committees to address some of the problems facing the Dade County system. State legislation passed in 1972 permitting school boards to give more authority to individual schools also aided the drive to expand teacher responsibility.

Union and management representatives sought ways to improve the quality of education and Miami area schools by giving teachers more control and accountability in the classroom—for example, in their choice of textbooks and curriculum—and a voice in the decision making. That experiment has moved the Dade County school system to the head of the class in education reform.

The system-wide reforms include satellite schools—facilities built at the work site by a participating corporation but run by the Dade county school system and a ''partners in education'' program at 12 inner city schools, among teachers, principals and community groups.

But the most sweeping of the changes is the shared decision making, or school-based management project. Now in the second year of a four-year pilot project, participating educators and principals are making joint decisions on how their school budget will be spent, on class time and size, on books and curriculum, even on the hiring of new principals teachers.

In 45 schools, teachers and principals are joined by parents to tailor school curriculum, after-hours programs and make decisions that meet the specific needs of the community and children they serve.

At Palmetto Elementary School, the union-management group voted to hire Berlitz instructors to improve instruction for Spanish-speaking students. At another elementary school with a majority of Haitian pupils, a teacher sparked her class to learn to read by helping the children create and tell stories on tape recorders. After the tapes were transcribed, the students learned to read by listening to and then reading their own words. But the program would not have been developed without the support of the school-based management committee, which voted the funds to pay for the tape recorders and for the salary of the teachers' aide who transcribed the tapes.

At Sunset High School, class periods were shortened by 5 minutes to create an additional 35-minute session during which students could receive counseling for personal or academic problems. The faculty committee at Nautilus Junior High School voted to eliminate a vice principal post and instead hire two teachers who also took on counseling and disciplinary duties. The same method at Palmetto Elementary School provided funding to hire a dozen teachers' aides.

The teacher-principal team at North Miami Elementary School chose a full-time science teacher instead of providing instruction in every subject. About eight teacher positions at South Miami Junior High were eliminated, with the money used to hire outside instructors in dance, cello and other programs for muscially and artistically talented students.

Negotiated gains

Collective bargaining remains strong, with the AFT local recently winning a 28 percent salary increase for teachers over the next three years, with some senior teachers to earn as much as $65,000.

Pat Tornillo, executive vice president of the United Teachers of Dade and a vice president of the AFT, said the program works because teachers and principals have a new feeling of ownership and responsibility at their workplace. ''And the concept is the same, whether for public or private sector employees,'' he said.

The program also works because the AFT local and the school board agree to waive contract and administrative provisions where warranted. Teachers in some participating pilots schools waived contract requirements on planning periods and length of the workday in exchange for suspension of school board requirements on class size and curriculum.

In 1985, they organized a ''professionalization of teaching'' task force to examine how the county's program and student achievement could be improved. After surveying the district, ''we found that schools were interested in what we meant by shared decision making and empowerment,'' Tornillo said. They invited faculties to submit a plan for developing their own procedures and managing their own facility. The only requirement: that it be a cooperative labor-management effort that provided a real benefit for students.

The intial group of 33 schools was selected—after two-thirds of the teachers and the principal voted to participate—and more than 100 waivers of contract and administrative provisions were granted. Now the program is in an open period, Tornillo said, with all school-based management plans likely to be approved. Another 56 schools will join the project in September.

The pilot project—to be evaluated over the next three years through student achievement tests and other measures—also includes a community report card, to aid parents, the business community and interested citizens in assessing the changes in their schools. This year, a questionnaire will be sent to a sample of parents in 30 schools.

But other measures already point to the success of the changes: increased enrollment in public schools, a jump in new teacher applications, community approval of the largest bond referendum on record and growing pride and support for the public schools.



Middle school principal Louise Harms meets with student representatives on the shared decision-making team.

AFT's Solidarnosc guest describes election victory

Union-to-union program aids Poles

The stunning landslide victory by Solidarnosc candidates in Poland's open parliamentary elections sets the stage for further political reforms and restructuring of the nation's battered economy.

The survival of Poland is dependent on the reforms and cooperation of the entrenched Communist Party, Solidarnosc's Wiktor Kulerski told reporters at a Washington press conference.

Kulerski was elected to Sejm, Poland's lower House, along with about 160 candidates from the Solidarnosc Citizen's Committee. While ballots from the June 4 were still being tabulated, returns indicated that the trade union coalition would win 92 of the 100 seats in the newly constituted Senate.

Under an agreement that came with the relegalization of Solidarnosc earlier this year, 264 seats were reserved for communists and communist-allied candidates in the Sejm—thus they still hold a large majority in the House.

But Solidarnosc's sweeping victory gives the union coalition a clear mandate to participate in parliamentary actions, Kulerski noted.

"It opens a new road for us," he observed. Because the people of Poland want to improve their standard of living a large part of the responsibility "falls on our shoulders with our participation in parliament."

What Poland needs is a free market system—at least in part—to pull the nation out of its economic chaos, Kulerski stressed. But Solidarnosc long ago decided to work within the system.

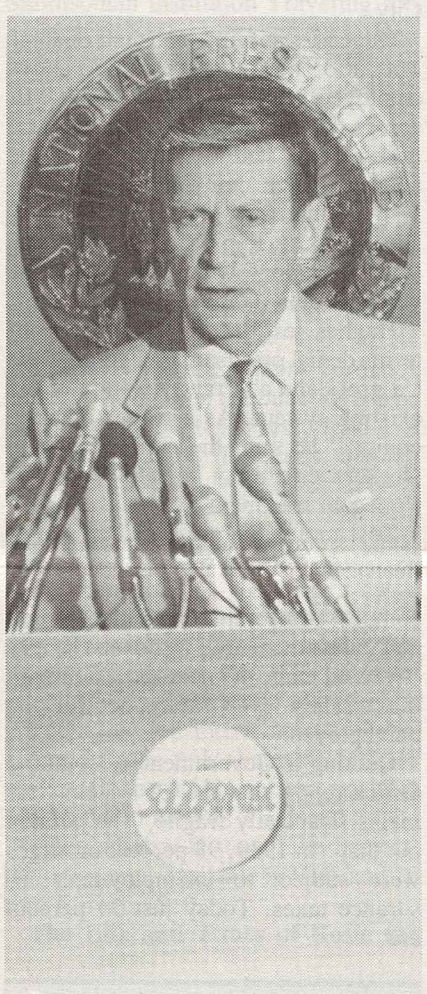
"The idea of revolution had been rejected in the favor of evolution. It's a matter of reform versus overthrow."

In Gdansk, Solidarnosc leader Lech Walesa said the free union federation is prepared to work with the incumbent government to bring about change.

He noted that Solidarnosc is fighting to reform the way the country is governed. "Therefore, we cannot replace this government, or we will become just like this government."

Kulerski had been chief of Solidarnosc's education committee before the crackdown by the Jaruzelski regime in December 1981. He moved to the Solidarnosc underground to avoid arrest. Kulerski was accompanied on his visit to the United States by Alfred A. Janowski, who has been an adviser to the union's education committee.

They have been meeting with U.S. educators and union representatives under a union-to-union program of the Teachers. Similar efforts are being conducted by other AFL-CIO affiliates, including AFSCME, Auto Workers, Electrical Workers and Service Employees. Earlier, SEIU signed an agreement with Solidarnosc's Dr. Zofia Kuratowska providing for the exchange of health care specialists.



Solidarnosc's Wiktor Kulerski briefs reporters at National Press Club on Poland's parliamentary elections.



Long distance delivery

In Columbus, Ohio, AFL-CIO President Lane Kirkland helps load one of several "rolling food banks" to aid union members supporting the shutdown at Eastern Air Lines. Kirkland was in Columbus for one of his six 1989 state federation meetings. After June 7 in Pennsylvania, Kirkland's final stop will be Aug. 1 in Los Angeles while Sec.-Treas. Thomas R. Donahue has July 25 in Austin, Tex., remaining after his sessions in Denver, May 23; Minneapolis, June 1, and Seattle, June 6.

Housing Investment Trust grows, pays solid return

The AFL-CIO Housing Investment Trust scored solid gains across the board in 1988, according to the trust's annual report. The trust's portfolio yielded a highly competitive return for union pension fund investors while increasing its funding commitments to $277 million.

The trust's total rate of return at the end of 1988 was 8.58 percent and the yield was 10.20 percent, according to the report, while total funding commitments were up 10 percent over 1987 and a full 125 percent since 1985.

The HIT returns, declared Mike Arnold, director of investor relations, "compare very favorably with other investment options having similar risk and terms. The results of our performance during 1988 are clear evidence that the trust is an excellent investment option for union pension funds.'

In the annual report, Floyd H. Hyde, HIT's chief executive officer, noted that the Housing Investment Trust has financed more than $700 million in new construction jobs since the trust's creation 25 years ago.

The jobs are performed 100 percent union and are located in communities throughout the U.S. In 1988 the Trust initiated or completed projects in Oklahoma, California, Missouri, New Jersey, Michigan and Illinois.

The trust invests in single and multifamily housing developments, nursing and retirement facilities. The HIT investment in such programs is all the more important, Hyde noted, with the realization that the federal budget commitment to housing programs has plummeted from $30.2 billion in 1981 to $7.8 billion in 1988.

Eleven new participants joined the program last year, bringing the total number of investors to 188.

HIT funding has created an impressive number of jobs, according to the report. In 1988 alone, an estimated 2.8 million work hours were created directly in construction, while nearly that number of hours again were created in other industries.

The net assets of the trust rose from $201.9 million to $227.5 million during the year, an increase of 12.68 percent. Of those assets, $15.7 million represented investment of new participants, while the remaining $14.7 million resulted from dividend reinvestment.

Jobs in which the trust invested during 1988, and the amounts involved, include:

In Edmond, Okla., a 154-bed nursing home, $4.5 million;

In St. Louis, a 221-unit retirement service center, $21.6 million;

In Camden, N.J., the 120 bed Woodland Care Center, $6.1 million;

In San Diego, Calif., a 145-unit retirement service center, $11.6 million;

In Ann Arbor, Mich., a 102-unit retirement service center, $5.6 million;

In Michigan Beach, Ill., a 240-unit apartment building Co-op rehabilitation project, $6.4 million;

In Los Angeles, a 52-unit apartment building for senior citizens and handicapped persons, $1.1 million invested;

In Chicago, a 152-unit apartment complex rehabilitation project, $8.2 million.

PED tees off on privatization schemes

The AFL-CIO Public Employee Dept. will hold a series of workshops on public sector privatization during its convention this fall, PED President Al Bilik said after the department's executive committee meeting in Washington.

"Nothing is more important than for us to fight against the privatization of public sector work," Bilik said. The PED privatization committee is scheduling the workshops to cover the occupational areas contracted out by federal, state and local governments—transportation, education, social services, health care and emergency services. The workshops will cover the scope of privatization, its impact on public workers and how to fight against it.

As part of PED's focus on privatization, it is examining the code compliance, criminal activities and environmental pollution of some 30 major businesses that hold contracts for work previously done by public workers. The department will produce a report this fall profiling the contractors.

The PED aims to call attention to the shady activities of private contractors and to press for legislation prohibiting government from doing business with contractors with criminal records or questionable job performance.

The executive committee also discussed a project to monitor how states are implementing the 1988 Welfare Reform Act. A soon-to-be released PED survey on welfare reform shows that the law permits massive contracting out of services, particularly employment training and social services, PED research specialist Debbie Goldman told the committee.

The department will closely monitor the impact of military base closings that are scheduled to begin next year. PED legislative coordinator Paula Lucak said information will be sent of PED affiliates on benefits and assistance programs available to affected federal workers.

Jane Perkins, the department's public policy director, reported that the PED will work with the Citizens for Tax Justice in examining state and local tax issues, as the citizens group is adding a state and local tax component.

AFL-CIO Organizing Director Dick Wilson told the committee of his department's work in developing cooperative state campaigns, especially in Oklahoma and Montana. Wilson explained that Montana now has an ultraconservative governor who helped pass legislation opening up virtually all public services to privatization. "Montana now has prison labor doing city and county work," he said. "We haven't seen anything like this since the 1920s."

Robert Friedman, president of the Corporation for Enterprise Development, gave the committee an update on his organization's work in economic development on the state and county levels. CED is supported by labor, including the PED, business and foundations.

Data

Jobless funds at peril in recession, AFL-CIO says

Two of every three unemployed workers shut out of benefit coverage

The nation's unemployment compensation system is in such bad shape that even a moderate recession will bankrupt many state benefit trust funds, the AFL-CIO warned a House subcommittee.

Bert Seidman, director of the federation's Dept. of Occupational Safety, Health & Social Security, said nearly 70 percent of the unemployed today do not receive jobless benefits. ''And the 30 percent of the unemployed who do receive compensation are getting, on average, just $143 a week, or 35 percent of the average weekly wage,'' he added.

Seidman said the the taxable wage base is the underpinning of the entire system, and an increase in the base, currently $7,000, ''is the only answer'' for the crippled fund.

Testifying before the Ways and Means Committee Subcommittee on Human Resources, Seidman pointed out that the federal taxable wage base has been changed just four times in 54 years.

''If the 1947 wage base had been adjusted for wage growth,'' Seidman said, ''the taxable wage base in 1986 . . . would have been $22,097. If the recommendation of the 1980 National Commission on Unemployment Compensation had been implemented as suggested, the taxable wage base as of January 1, 1989, would be $13,847 — 65 percent of the average annual wage.''

Yet today there are just five states that have a taxable wage base that high; 34 states have a taxable wage base of less than $10,000, and 16 states—containing 45 percent of the nation's work force—have a taxable wage base at the federally established minimum.

Seidman urged that the wage base be not only increased but indexed. ''Establishing the . . . base at 65 percent of the average annual wage is a moderate, reasonable step to provide the underpinnings for a sensible job insurance scheme,'' he said.

Seidman also urged that the permanent extended benefit program be overhauled, noting that restrictions placed on the program in 1981 ''have made it virtually impossible for the long-term jobless to qualify.''

In April, he noted, only 2,700 Americans who had been out of work for six months or longer qualified for the up to 13 weeks of additional benefits under the program. ''Yet well over 700,000 workers were unemployed for 27 weeks or longer in April.''

Seidman also urged ending the prohibition against the payment of unemployment compensation to nonprofessional employees of educational institutions between their academic years.

''If justice were to prevail,'' Seidman suggested, ''a new federal standard would be enacted requiring states to pay jobless benefits to these workers where they are laid off between school terms.''

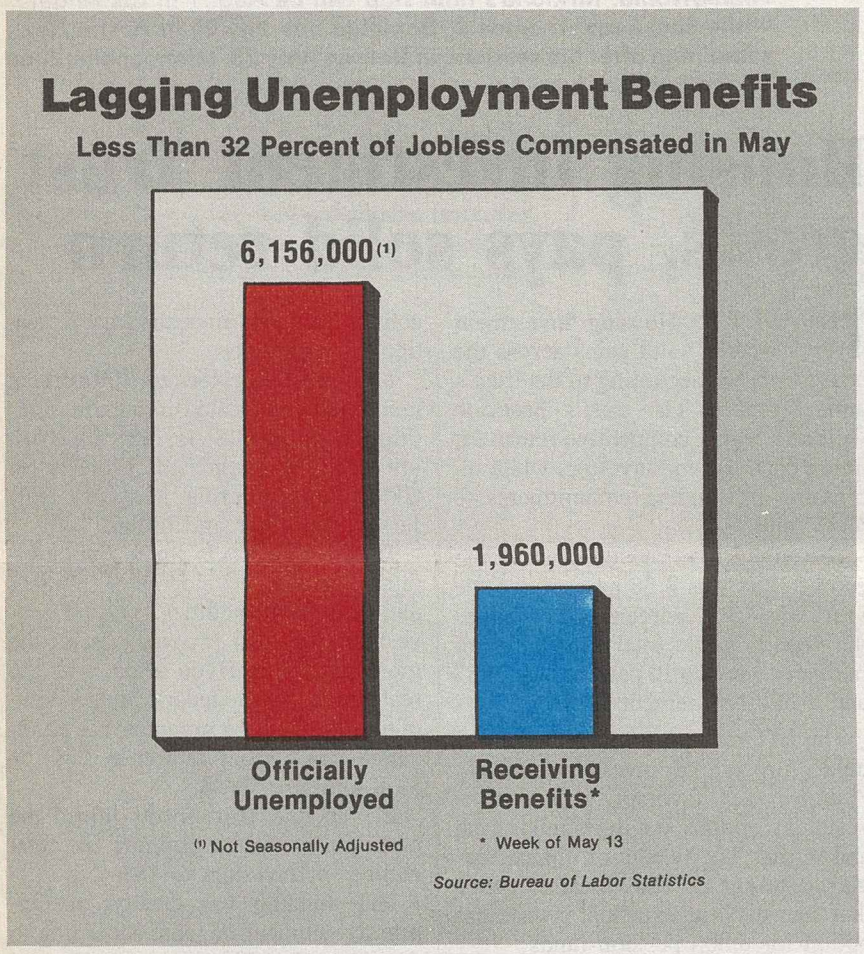
The same sentiment was offered by Charles Hughes, President of AFSCME Local 372, representing thousands of public school employees in New York City.

Hughes, testifying on behalf of some 100,000 noninstructional school employees represented by AFSCME across the country, urged the restoration of the state option to provide unemployment compensation to noninstructional personnel. H.R. 290, sponsored by Rep. Robert T. Matsui (D-Calif.) along with 55 co-sponsors, would do just that.

Hughes testified that the between-terms denial provision in federal law is ''a gross and aberrant violation of the existing system. As a matter of basic equity,'' he said, the noninstructional workers should not be singled out for ''unequal treatment under law.''

Testimony submitted by UAW Secretary-Treasurer Bill Casstevens urged reform of the unemployment compensation system with the warning that unless there are immediate changes ''we will enter the next recession with the weakest ever safety net for the unemployed.''

Quoting a Government Accounting Office report that the UI system ''remains financially fragile,'' he pointed out that ''in 1939, 98 percent of wages were subject to unemployment insurance taxes. Today just 34 percent are.''



Economy hit by weak job growth

Factory employment declines again in May

Jobs growth slowed sharply in May even though the nation's unemployment rate dipped a notch—from 5.3 to 5.2 percent—while factory employment shrank for the second month in a row.

Despite the drop in the jobless rate, the Bureau of Labor Statistics reported that 6.4 million people were officially unemployed last month, almost the same number as in May 1988 when the rate was 5.4 percent.

AFL-CIO chief economist Rudy Oswald noted that 12.1 million Americans are enduring from total or partial unemployment when 4.8 million involuntary part-time workers and some 900,000 discouraged workers are factored in.

And less than one in three of the officially unemployed is drawing jobless benefits, Oswald pointed out. In May, only 1.96 million, or 31.8 percent of the total, were collecting unemployment compensation. That compares with 2.3 million, or 37 percent in April.

Oswald observed that jobs expansion slowed to 160,000 per month in the March-May period, well below the 270,000 monthly pace in 1987 and 1988.

BLS Commissioner Janet Norwood told the Joint Economic Committee of Congress that weakness in the job market has cropped up in just about every sector of the economy.

''Not only was payroll job growth very slow, but it was confined to a narrow range of industries,'' Norwood testified.

Factory employment dropped 35,000 in May, losing what small gains were made between February and April. Employment in the electrical equipment industry fell for the sixth consecutive month. Construction employment dipped slightly in May.

Further slowdowns are expected in coming months in auto and aircraft production. Hughes Aircraft Corp. announced it would slash its workforce by 8 percent—6,000 jobs—over the next six months. Since 1986, Hughes already had previously trimmed its workforce to about 75,000 from 82,000 employees.

Declining auto sales for Ford, General Motors and Chrysler have already triggered some production cutbacks and plant shutdowns. In the last 10 days of May, sales of cars and light trucks fell 4 percent from the year-ago level.

All of the rise in nonfarm jobs came in the service sector, but the pickup of 135,000 jobs was well below previous months.

The average workweek in private industry declined three-tenths of one hour to 34.6 hours in May, after recording a gain in April.

Two large states recorded sharp increases in joblessness—with Florida rising from 5.1 to 6.4 percent and Michigan rising from 6.1 to 6.7 percent.

Statistics at a glance

Unemployment

	May 1988%	April 1989%	May 1898%
Unemployment	5.6	5.3	5.2
Men (20 and Over)	4.9	4.6	4.3
Women (20 and Over)	4.9	4.7	4.8
Teenagers	15.6	14.4	15.2
White	4.7	4.6	4.4
Black	12.1	10.8	11.0
Hispanic	8.8	8.3	7.9
Unemployed receiving jobless benefits	30.8	37.0	31.8
"Real" Unemployment Rate*	10.4	10.1	9.7

Employment

	Payroll Employment in May'89	Change Since Apr.'89	Change Since May'88
All nonfarm industries	108,195,000	101,000	3,104,000
Construction	5,261,000	(14,000)	161,000
Manufacturing	19,651,000	(18,000)	297,000
Transportation, Utilities	5,694,000	12,000	172,000
Retail & Wholesale Trade	25,717,000	19,000	680,000
Finance, Insur. & Real Estate	6,788,000	7,000	134,000
Services	26,711,000	64,000	1,347,000
Government	17,654,000	32,000	299,000

Corporate Profits

	1987 1st Quarter to 1988 1st Quarter	1988 1st Quarter to 1989 1st Quarter
After Tax Increase	10%	15%

*Includes discouraged workers and part-time workers who want full-time jobs

Resources

Smithsonian plans traveling museum on American labor

The Smithsonian Institution has assembled an exhibit of symbols and images of the American labor movement that will travel to local museums and historical societies over the next three years. Funded in part by grants from the AFL-CIO and affiliated unions, the exhibit includes early portraits of laborers, artifacts from organizing drives and posters and photographs.

The exhibit can be seen at the Chicago Historical Society through June 25 and then will move to the Baltimore Museum of Industry. An itinerary can be obtained from the Smithsonian Institution Traveling Exhibition Service, 1100 Jefferson Dr., S.W., Washington, D.C. 20560.

PRINT MATERIALS

A series of bulletins on labor and industrial relations issues is available from Cornell University's School of Industrial & Labor Relations. Two recent publications include No. 66, An Introduction to Labor Law, and No. 44 Industrial & Labor Relations Terms: A Glossary. Copies of the bulletins can be ordered from the ILR Press, School of Industrial & Labor Relations, Cornell University, Ithaca, N.Y. 14851

FILMS and VIDEOS

With Babies and Banners is a 45-minute documentary on the role that women played in the 1937 sitdown strike at General Motors Corp. Nine women who led the Women's Emergency Brigade talk about the historic strike and the problems they faced at home and on the job. Produced by the Women's Labor History Film Project, the program is available in VHS and 16 mm formats. $10.

The Life and Times of Rosie the Riveter is an hour-long documentary on women workers during World War II. Then, women were trained for skilled jobs that previously were closed to them. Five women talk about their experiences building tanks, ships and bombers and what happened to them after the war. Produced by Connie Field, the film is available in 16 mm. $10.

Global Assembly Line documents the exploitation of women in the Philippines and Mexico by multinational corporations seeking ever lower labor costs. The 58-minute program focuses on the garment and electronics industries. Produced by Larraine Gray, the program is available in VHS and 16 mm. $10.

Good Monday Morning is a 30-minute program that explores the problems facing working women, including child care, deskilling of jobs and health hazards. A Canadian documentary produced by Laura Sky, the film is available in 16 mm. $5.

Office of the Future is a 30-minute video that looks at the changing technology of office work and the impact these changes have on workers. Produced by the Labor Institute of Public Affairs, the program is available in VHS. $5.

Pay Equity outlines the landmark pay equity lawsuit that resulted in a settlement between AFSCME and Washington State. Produced by LIPA, it is available in VHS. $5.

Workplace Hustle is a 30-minute film that explores sexual harassment on the job. The video seeks to promote discussion on ways women can handle the problem, both individually and through their unions. Produced by Clark Communications, the program is available in VHS and 16mm. $5.

Child Care Challenge: Unions Solutions outlines the problems working parents face in arranging child care and explores possible solutions. Produced by LIPA, the program is available in VHS. $5.

Family Leave is a 12-minute video on the need for a national parental leave policy. Produced by LIPA, the program is available in VHS. Rental $5.

CLUW: The First Decade is a 19-minute program on the history and growth of the Coalition of Labor Union Women. Produced by LIPA, it is available in VHS. $5.

To Dream, a 12-minute videotape, portrays the close relationship between Dr. Martin Luther King and unions in the struggle for economic and social justice. It shows Dr. King walking picket lines, addressing the AFL-CIO 1963 convention and making his last address to sanitation workers in Memphis where he died fighting for the rights of AFSCME workers. Produced by the AFL-CIO, this video in VHS rents for $5.

The Wilmar 8, a 55-minute documentary on a two-year strike by eight women bank employees locked in dead-end jobs, shows how the strike is precipitated by the bank's hiring of a young male trainee at almost twice the starting salary of the women. When they are required to train him, the women decide to form a union and go on strike. It is a story of a long strike, the women learn about solidarity, union organization and a community power struggle. This is the story NBC titled ''A Matter of Sex'' when it aired on national television. Available only on 16mm film. Rental $10.

Can't Take No More is a 25-minute historical review of the fight against hazardous conditions on the job. Produced by the Labor Dept., the 16 mm film rents for $5.

Worker to Worker explores many of the safety and health hazards workers face on the job. Participants discuss OSHA and National Institute for Occupational Safety & Health programs and ways to gain a safe workplace during the 25-minute film. Produced by Labor Dept., the 16 mm film rents for $5.

Terminal: VDTs & Women's Health is a 23-minute program that examines the possible link between birth defects and video display terminals. The video examines unions' responses in winning limits on exposure, more frequent breaks and transfers for pregnant women. Produced by Grenada TV, the video rents for $5.

Nothing But the Truth is a 25-minute film to help workers prepare for hearings before the Occupational Safety & Health Review Commission. The film is based on an actual case in which a worker was killed because of company negligence. Produced by Ohio State University Labor Education Service. Available only in 16mm format. Rental $5.

Right to Know explores how the federal right-to-know law really works. Produced by the Labor Institute of Public affairs, the 29-minute video rents for $5. An AFL-CIO pamphlet, ''Toxic Chemicals—You Have the Right to Know'' can be used to supplement the video presentation.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Film and video rentals are available from the AFL-CIO Education Dept., Room 407, 815 16th St., N.W. Washington, D.C. 20006. Rental fees range from $5-$10. Orders are subject to availability and sufficient advance notice. The date the film or video is to be used must be included with the order.

Newsmakers

AFL-CIO President **LANE KIRKLAND** and Poland's Solidarnosc leader **LECH WALESA** met for the second time during the executive board meeting of the International Confederation of Free Trade Unions in Brussels.

The AFL-CIO delegation at the May 17-19 session included Sec.-Treas. **THOMAS R. DONAHUE** and Vice President **JOHN T. JOYCE.** ICFTU Gen. Sec. **JOHN VANDERVEKEN** led a tribute to **IRVING BROWN,** the federation's late international affairs director.

LARRY DOWNING, a vice president-elect of the Machinists, has been named to complete the term of IAM Vice President **JIM MALOTT** who retired April 30. Downing, 50, will head the IAM's organizing program. A native of Coffeyville, Kan., Downing has coordinated the union's organizing in the Midwest.

ROSETTA LeNOIRE, founder and artistic director of the AMAS Repertory Company, was honored by Actors' Equity as the first recipient of an award honoring ''artistic contributions to the universality of the human experience in the American theater.'' The annual award was named in her honor.

MORTON BAHR, president of the Communications Workers, was selected by the Harry Van Arsdale Jr. School of Labor Studies at Empire State College to receive its Distinguished Alumnus Award.

Bahr, a 1983 graduate of the Saratoga Springs, N.Y., college, was cited for his ''significant contributions to increased job and wage security for the nation's workforce in a rapidly changing technological environment.''

Teamsters President **WILLIAM J. McCARTHY** has appointed **GEORGE J. VITALE,** president of Teamsters Local 283 in Wyandotte, Mich., to the IBT executive board. The board unanimously endorsed the appointment at its quarterly meeting. Vitale also chairs the jurisdiction committee of Michigan Teamsters Joint Council 43 and serves as national chairman of the IBT's Automotive, Petroleum and Allied Trades division.

Labor mourns a champion, Claude Pepper, 88

America's workers and senior citizens are mourning Claude Pepper, a staunch advocate of vital social legislation during his 41 years in Congress. Pepper died May 30 at the age of 88.

A Florida Democrat, Pepper was first elected to the Senate in 1936 and helped push through many of President Franklin Roosevelt's New Deal programs, including the initial minimum wage measure that set the federal pay floor at 25 cents an hour. He served in the Senate until 1951.



Claude Pepper

Pepper was elected to the House in 1962, where he became a champion of the needs of the elderly, ranging from improvements in social security to expansion of Medicare. During his 27 years in the House, he rolled up an outstanding COPE voting record of 94 percent ''right.''

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said, ''To millions of trade unionists, Claude Pepper was a faithful and trusted ally in the ongoing crusade to deliver fairness, justice and decency to all Americans.

''After more than a half-century of dedicated public service, his name had become virtually synonymous with the fight for a better life for the elderly and the less fortunate. It is difficult to imagine how this struggle will carry on without his courage and conviction,'' they said.

In 1984, the AFL-CIO saluted Pepper with its Murray-Green-Meany Award, the federation's highest tribute for humanitarian service.

Kids take center stage



At a Washington kickoff news conference unveiling plans for the June 21 Children's Day on the Hill, union kids were front and center with their parents and grandparents. The chair of the AFL-CIO Committee on the Needs of the Working Family, AFSCME President Gerald McEntee assists JonDavid Sand to the podium to the enjoyment of Public Employee Dept. President Al Bilik, IUE President William Bywater and AFL-CIO Sec.-Treas. Thomas R. Donahue. JonDavid's mother, President Susan Bianchi-Sand of the Flight Attendants, outlines lobbying agenda (left). Kirk Porter, grandson of Teachers Sec.-Treas. Robert G. Porter, bounces balloons. (Stories on Page 2.)



children's day on the hill
AFL-CIO
JUNE 21, 1989

VOLUME 34, NUMBER 12
JUNE 10, 1989

AFL-CIO NEWS

INSIDE

1 ***Tenacity at Eastern, success at AT&T***

Eastern unionists maintain solid picket lines while supporting a bid for the carrier by Joseph Ritchie. IBEW and CWA members win landmark family care package in a new three-year contract.

2 ***Children's Day coming June 21***

More than 2,000 children and their parents will be in Washington June 21 to tell Congress they need child care and family-medical leave legislation.

3 ***Minimum wage nearing a veto***

The minimum wage bill is expected to be vetoed by President Bush when it reaches his desk about June 13. Unions and their allies are pressing for an override.

6 ***Pension terminators strip $20 billion***

A loophole in federal pension legislation has enabled companies to milk workers' pension plans by taking over so-called ''surplus'' assets.

9 ***Pupils are winners in Miami schools***

An innovative approach to collective bargaining means major improvements in school administration, curriculum and quality of education in Dade County, Fla., schools.

10 ***Jobless funds in dire jeopardy***

State unemployment programs—which now provide benefits for about 30 percent of the jobless—face severe funding shortfalls.

UNION YES

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AFL-CIO NEWS

VOLUME 34, NUMBER 13 JUNE 24, 1989

FOCUS

CIVIL RIGHTS ACT At Age 25

Shoulder-to-shoulder, the labor and civil rights movement fought for and won the Civil Rights Act of 1964. Their battle continues. See stories on Pages 6 and 7.

Senate takes up child care bill

The growing nationwide demand for child care and family-medical leave has caught the attention of Congress, as did June 21 Children's Day on the Hill.

More than 5,000 children and their parents lobbied on Capitol Hill on these two issues, presenting senators and representatives petitions signed by tens of thousands of school-aged children calling for congressional action.

The following day, the full Senate took up child care and rejected a substitute amendment, introduced by Sen. Robert Dole (R-Kan.), that would have eliminated many of the provisions for low-income families in the Act for Better Child Care. It later voted 63-37 approval of the Democrats substitute amendment, introduced by Sen. George Mitchell (D-Maine). The measure will remain open for amendment.

Related story on Page 4

The House has begun markup of a child care measure sponsored by Rep. Augustus F. Hawkins.

In the week prior to Children's Day on the Hill, several polls were released showing the dramatic shift in public opinion on family issues.

The largest poll, run in 21 national magazines in February, drew 200,000 resonses. The survey, ''Tell the President: Your Family Matters,'' was conducted by Child Care Action Campaign, The Great American Family Tours, and Lifetime Television.

The survey found that 74 percent of Americans think family issues should be a top priority for the President and Congress. It also found:

- 65 percent of the respondents think the government should help make quality, affordable child care available.
- 93 percent believe every mother and father should have the right to take leave from work to care for a newborn or newly adopted child or a seriously ill child or parent without losing his or her job.

Of the 93 percent, 69 percent think parents should receive at least some payment during family leave. Of that number, 37 percent support full pay during such leaves from work.

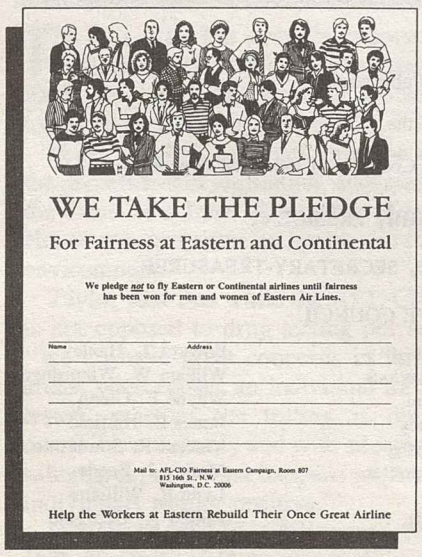


Sen. Paul Simon receives the petitions for Illinois from 8-year-old LaJoya Johnson in the grassroots lobbying of Congress by children and parents.



House Speaker Thomas S. Foley addresses Children's Day rally on Capitol Hill.

Union 'we take the pledge' effort backs Eastern workers



Union members are pledging not to fly Eastern or Continental airlines by signing the petition depicted here.

Determined to keep solidarity and support for Eastern workers strong, AFL-CIO unions have launched a pledge campaign as members stand behind the Pilots, Machinists and Transport Workers attendants.

The petition, being distributed on picket lines at Eastern and Continental Air Lines facilities, at union halls and on job sites, asks unionists to pledge not to fly either carrier until fairness has been won for the men and women of Eastern.

As the strike enters its fourth month, the bid by Joseph Ritchie remains under the consideration of the federal bankruptcy court, but no action is expected until after July 7, the end of the four-month period granted to Eastern management to develop a viable reorganization plan that will satisfy creditors.

If the company's plan does not appear workable, Judge Burton R. Lifland could appoint a trustee to oversee Eastern operations while the court explores other options.

In the face of alternating high hopes and disappointment over the delay in the sale of Eastern, union support activities continue across the country.

Photo on Page 9

In Harrisburg, Pa., union members collected more than 23,000 pounds of food that was loaded onto trucks and transported to Newark by members of Teamsters Local 776. More than $10,000 and enough food to fill a 48-foot tractor trailer was collected during a 10-day food drive coordinated by UAW Local 12 and labor's community services effort in Toledo, Ohio.

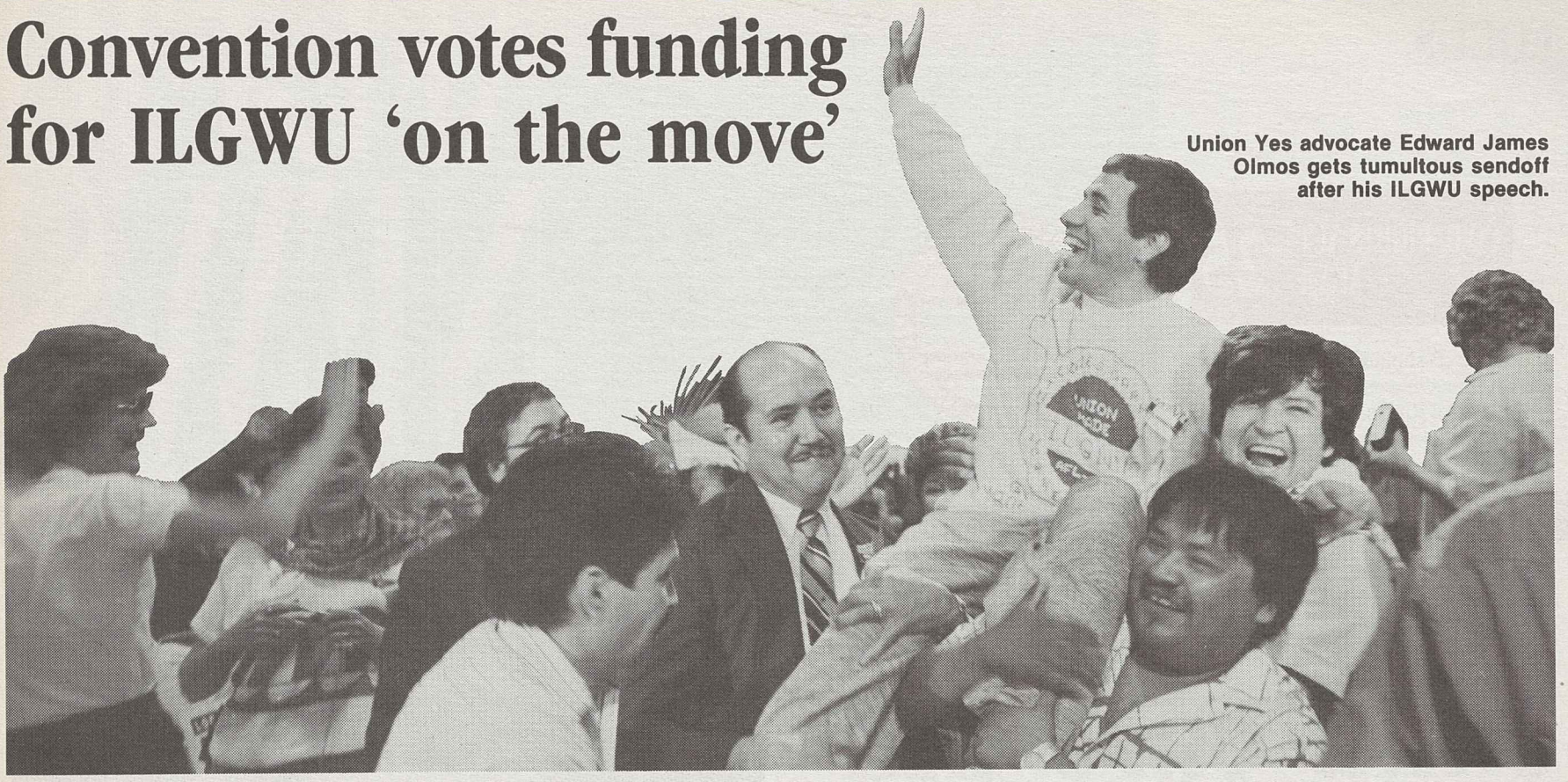
And the AFL-CIO Fairness at Eastern Fund, which to date has received contributions of about $1.36 million, continues to meet emergency needs.

The Eastern management plan under consideration in the bankruptcy court includes an effort to strip away and sell off more assets and operate a scaled down, nonunion carrier.

ALPA expressed skepticism about Eastern's plan promising a daily schedule of 226 flights by July 2 and 390 flights by Aug. 1, noting that the carrier does not have enough pilots to staff those routes. Eastern now is flying about 79 flights a day, with primarily management pilots, ALPA noted.

Eastern temporarily could reach the July 2 level by mobilizing all management and training pilots, but the company could not sustain that level of operation, the union added.

Convention votes funding for ILGWU 'on the move'



Union Yes advocate Edward James Olmos gets tumultous sendoff after his ILGWU speech.

Hollywood, Fla. The Ladies' Garment Workers convention, under the theme "On the Move," acted to do just that—increasing the dues by $2 a month, supporting legislation on family, housing, health, environmental, trade and women's issues, and marching in solidarity with workers on strike against Eastern Air Lines and Pittston Coal Co.

ILGWU President Jay Mazur detailed to the delegates the union's wide-ranging efforts in organizing, battling imports and homework, boosting the rights of undocumented workers and educating members. In organizing, Mazur said, the union has reached out to non-traditional areas, "creating a warehouse division and adding PACE for professional and clerical workers."

Mazur pointed out the battle against imports has meant drawing every member into the combat over the trade bill. "We are determined to protect workers in this industry against the loss of their livelihood." That threat does not come from overseas alone. "Our own home-grown variety," Mazur said, "is in the form of the federal minimum wage that has remained at $3.35 an hour since 1981. We say this is not a living wage."

Mazur and Sec.-Treas. Irwin Solomon were re-elected to new three-year terms, and Edgar Romney, manager of Local 23-25 in New York, was elected the executive vice president. Two new executive board members are Steven Nutter, director of the Los-Angeles based Western States region, and William Lee, manager of Local 132-98-102 in New York.

Solomon reported on actions to pare the union's operating expenses in the wake of job losses imports and Reagan Administration policies since the 1986 convention. Two days later, the delegates overwhelmingly agreed to raise dues by $2 a month, the same amount the 1986 convention approved. The increase, effective Jan. 1, 1990, lifts the average dues to $17 a month.

Outside the headquarters of Florida Power & Light Co., the 600 delegates and their families rallied in solidarity with Machinists, Pilots and Transport Workers who have been on strike against Eastern Air Lines for three months and United Mine Workers on strike against Pittston Coal Group Inc. for two months.



ILGWU convention delegates join demonstration against Florida Power & Light Co. President James Broadhead, a director of Pittston Coal Group.

UMWA member Bo Willis told the crowd how he had carried the bodies of co-workers out of a Pittston mine following an explosion. "They fined the company only $47,000 for seven dead men. Yet today the courts fined our union over $3 million just for sitting in the road to block scabs. I've been jailed twice myself. That's justice for you in corporate America."

New York Gov. Mario Cuomo (D) outlined a vision of the 21st Century that would truly provide an equal opportunity for all, while developing solutions to serious problems in education, drug addiction and crime. Sen. Albert Gore (D-Tenn.) addressed the need for a national comprehensive childcare program, a higher minimum wage, and accessible health care.

Marian Wright Edelman, president of the Children's Defense League and recipient of the AFL-CIO Murray-Green-Meany Award, detailed the moral crisis facing the nation's children. She warned that America must invest much more in its children.

Among the other speakers were: President Norman Hill of the A. Philip Randolph Institute, and Executive Vice President Nancy Riche of the Canadian Labor Congress.

The convention called for a vigorous education campaign on industrial homework to alert the public "to the half-truths" put forward by its proponents, a federal ban on homework and a continued effort to preserve existing state bans on homework. The delegates also backed stronger enforcement of child labor laws, and greater job safety and health protections.

Other resolutions condemned the recent rash of "English as the 'official' language" laws, supported federal legislation on child care and family and medical leave, urged union bargainers to extend parental leave to include time off to care for elderly parents, and pledged the union to campaign for an Equal Rights Amendment. The delegates also opposed cuts in federal housing programs and called for ILGWU participation in the Oct. 7, Housing Now rally in Washington.

Union Sí!

"Dignity. Respect. Our unions help make sure you take home more than a paycheck... You take your pride."

Actor Edward James Olmos, a spokesperson for the AFL-CIO Union Yes campaign, will be featured in an advertisement that will air in September on television stations across the nation.

An Academy Award nominee for his role in the movie, "Stand and Deliver," Olmos appears in the TV series Miami Vice. He will be telling audiences of the benefits of unionism as he did ILGWU convention delegates.

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LEGISLATION



Repetitive motion injury victims testifying before a House panel were, from left, copy editor Rebecca Krieger; former poultry worker Donna Bazemore; cashier Pat Thompson, and former catfish processor Gloria Wilson.

Experts see epidemic in repetitive motion

Millions of American workers are falling victim to repetitive motion injuries, union witnesses told a House subcommittee. They charged that government health and safety authorities are failing to respond to what one Congressman described as an "epidemic" of injury.

In fact, testimony June 6 revealed that while the Bureau of Labor Statistics identifies repeated trauma disorders as the leading cause of occupational illness, the Occupational Safety & Health Administration has only one ergonomist on staff.

The widespread nature of the problem became apparent as unionists testifying before the House Employment and Housing Subcommittee discussed the experience of their members.

Communications Workers President Morton Bahr told the panel that some 30 percent to 60 percent of the 475,000 CWA members who work on video display terminals are reporting repetitive motion disorders.

"The combination of a rapid workplace, a large volume of calls, work stations that are often poorly designed and management's failure to adhere to VDT workplace safety guidelines, all contribute" to problems for operators, Bahr said.

Reporting on the experience in the auto industry, UAW health and safety director Frank E. Mirer told the panel that as many as half of the union's million members suffer some health problem because of bad job design, including repeated trauma disorders and closely-related strains and sprains.

Mirer said that for large manufacturing plants in the motor vehicle industry, total injury rates reported to BLS in 1987 were 2.5 times those reported in 1985.

David J. Eisen of the Newspaper Guild chastised OSHA for its failure to produce an ergonomic standard that would cover keyboard operators. "It's time OSHA took its head out of the sand," he said.

Eisen said there should be universal recognition of repetition strain injury (RSI) as a work-related injury fully compensable under workers' compensation—"not just so that injured employees can receive their due, but so that work performed under continuing physical suffering does not become the price of economic survival."

Deborah Berkowitz, health and safety director for the Food & Commercial Workers, called on OSHA to develop guidelines for its area offices on how to conduct comprehensive plant inspections to target work practices causing cumulative trauma disorders.

She criticized OSHA's use of "company-wide agreements," in which a firm cited for violations at one location can avoid inspection at all similar plants by agreeing to implement a multi-plant abatement program.

Several rank-and-file workers also testified, describing the pain of their injuries and their difficulties in obtaining workers' compensation. Their crafts ranged from newspaper copy editor to supermarket checkout clerk to poultry processor to catfish filleter.

Subcommittee Chairman Tom Lantos (D-Calif.) said that cumulative trauma disorders "have reached epidemic proportions." He said they now account for more than one-third of all reported illnesses in manufacturing in 1987 and are projected to reach one-half in the 1990s.

He grilled Alan C. McMillan, acting assistant secretary for OSHA, on why the agency has only one ergonomist asking why the Labor Dept. "doesn't get rid of a few of its 500 lawyers and hire a few more ergonomists?"

Savings-loan mess costs us each $1,000

America's saving and loan industry is in a mess. As a result of a decade of government deregulation, many saving and loan executives found the door open to speculative lending practices, loose accounting procedures, corruption and graft.

By current estimates, it's going to cost $150 billion to clean up this mess —or $1,000 per taxpayer over the next several years. The final bill may go even higher.

The AFL-CIO has long supported savings and loan institutions as an important source of funds for home mortgages. In addition, the AFL-CIO is concerned that any changes in the regulation of the industry result in adequate protection for the savings of American workers.

A Senate bill, S. 774, was approved in April. The House began consideration of its version, H.R. 1278, late last week.

The AFL-CIO supports the proposals, but wants to make sure that several key provisions are included in the final conference report. Specifically, the AFL-CIO would like to insure:

- The continuation of the current treatment of pension deposits by the Federal Deposit Insurance Corporation (FDIC), whereby the money of pension plan participants is covered individually up to $100,000 (pass-through insurance protection),
- That owners be required to have at least 3 percent of their own money "at risk" in the capitalization of the newly structured S&Ls,
- That there be an initial bailout limit of $50 billion, with additional expenditures subject to subsequent congressional approval,
- That expenditures not be hidden, but reflected "on-budget" along with all other federal spending,
- That under the Home Mortgage Disclosure Act, mortgage lenders be required to disclose information about all applicants for home loans along with those to whom loans were actually made, and
- The retention of the Gonzales amendment which would make money available at subsidized interest rates for loans for low- and moderate-income housing, and a provision making seized property assets of bankrupt thrifts available on a preferential basis for sale to qualified non-profit institutions, public agencies, or low-income families.

House follows Senate in vote to limit impact of FSX deal

On June 7, the House of Representatives voted to impose labor-supported conditions on the joint Japanese-American production of a new fighter jet—the FSX. The Senate took the same action earlier.

With the 241-168 House vote, the legislation (S.J.Res. 113) now faces a possible veto by President Bush.

The AFL-CIO is opposed to the $7 billion FSX deal, which makes a gift of U.S. aerospace technology that could also be used by the Japanese to develop a rival aircraft industry. Unfortunately, the only avenue to block the deal was through a congressional resolution of disapproval. Such a bill failed to pass the Senate on May 17.

On that same day, however, by an overwhelming 72-27, the Senate voted to place restrictive safeguards in the FSX agreement. The labor-supported amendment, drafted by Sen. Robert Byrd (D-W.Va.), contained binding language prohibiting the transfer of vital jet engine technologies to the Japanese and prohibiting the Japanese from selling or transferring FSX technology.

In addition, the Byrd provision indicated that it is the "sense-of-the-Congress" that the United States get at least 40 percent of the work in production of the plane, including work on spare parts. If adhered to, this could ultimately be worth two to three times the initial development costs.

The House Foreign Affairs Committee severely weakened these limitations by making them non-binding. However, on June 7, before passing the bill, the House voted 262-155 to adopt an amendment by Rep. Terry Bruce (D-Ill.) restoring the Byrd provisions—short of the two-thirds vote needed.

Drug test accuracy promoted

The AFL-CIO has strongly endorsed legislation that would establish standards for the certification of laboratories engaged in drug testing.

Peggy Taylor, associate director of the department of legislation, addressed the issue at a June 12 hearing of the House subcommittee on health and the environment.

Taylor said that while the AFL-CIO is not opposed to drug testing per se, "we do have great concerns in three areas: what causes an individual to be tested, whether the testing is done carefully, accurately and with adequate safeguards, and what happens to those individuals testing positive."

In offering the AFL-CIO's support of H.R. 33, Taylor said the proposal "very effectively addresses" the concern that testing be done in a way that maximizes accuracy and protects individual privacy to the maximum extent feasible.

The measure would apply the Alcohol, Drug Abuse and Mental Health Administration's mandatory guidelines to all toxicological urinalysis done in connection with any drug testing program.

Taylor noted that the abuse of drugs is becoming "a consuming concern to all Americans, and our members are no different in their wish to work and live in a drug-free environment.

"The bulk of our membership is not concerned that a drug habit will be uncovered," Taylor stressed, "but that they be falsely accused. We strongly support H.R. 33 as a crucial step in assuring that that does not happen."

The subcommittee also heard from Vernon McDougall of the Teamsters on that union's experience in the area of drug testing programs.

New minimum wage effort starts as Bush veto upheld

The House of Representatives fell 37 votes short of the two-thirds needed to override President Bush's veto of the minimum wage bill in a June 7 vote.

Moments after the 247-178 vote, Democrats in both the House and the Senate began working toward new legislation.

"The President should understand that this is an issue where the Congress has only just begun to fight," said Sen. Edward M. Kennedy (D-Mass.), chief Senate sponsor of the legislation.

Sen. Kennedy then reintroduced the vetoed bill, saying he did so not as a "take it or leave it" proposition, but in hope of beginning compromise talks with the Administration. Rep. Gus Hawkins (D-Calif.), the chief House sponsor, has also indicated that a new bill will soon be introduced in the House.

Both the new Hawkins and Kennedy bills will include the labor-supported training wage provision that permits employers to pay first-time workers 85 percent of the minimum wage for a period of up to 60 days.

In contrast, the Bush Administration proposal would provide six months at a subminimum wage for any new employee regardless of work experience, regardless of previous training and regardless that the job traditionally requires only a few days or a few weeks of training.

In the meanwhile, the AFL-CIO and the Citizens Committee for a Just Minimum Wage continued to press for a reasonable minimum wage increase for workers without a raise since 1981.

Senate committee clears family leave bill

The Senate Labor & Human Resources Committee cleared the Family & Medical Leave legislation for floor action. The House expects to be first in getting its version of the bill, H.R. 770, on the floor.

The Senate committee action came just before the June 21 Children's Day on the Hill with which the AFL-CIO called attention to the need for action on the family and medical leave and child care bills.

If passed, S. 345 would require companies with 20 or more employees to offer 10 weeks of unpaid leave every two years for the birth or adoption of a child or the care of a seriously ill child or parent. It also includes 13 weeks of yearly, unpaid, job-guaranteed leave for an employee's own serious health condition. H.R. 770 covers companies with 50 or more employees for the first three years, 35 employees thereafter, and provides 15 weeks of medical leave for workers.

The Administration has already stated its opposition to "mandating" family and medical leave and business groups have mounted a major campaign to defeat it.

RWDSU opposes deportation of Filipino nurses from U.S.

The Retail, Wholesale & Dept. Store Union is urging Congress to approve legislation that would prevent deportation of Filipino nurses working in the United States.

Testifying before a House subcommittee, Stuart Applebaum, coordinator of special projects for the union, said the measure would help address the "critical shortage" of registered nurses in New York City and elsewhere. He cited news reports that roughly a quarter of the nursing positions in New York's public hospitals are vacant.

The union urged approval of H.R. 1507, which would amend the Immigration & Naturalization Act to provide for special immigrant status for H-1 nonimmigrant nurses and establish conditions for the admission of nurses as temporary workers.

AFL-CIO backs curb on civil RICO suits

The AFL-CIO is supporting new legislation to curb abuse of the private, civil provisions of the Racketeer Influenced & Corrupt Organizations Act (RICO).

On June 7 and 15, AFL-CIO Legislative Rep. Ernest Dubester testified before the Senate and the House Judiciary Committees on behalf of S. 438 and H.R. 1046, the RICO Reform Act of 1989. "We believe that S. 438 is a sensible first step that will help to curb the worst excesses of the statute," said Dubester.

Misuse of the civil RICO law was displayed in May 1988 when Frank Lorenzo sued the Air Line Pilots and the Machinists for $1.5 billion.

Lorenzo's Texas Air Corp., using RICO provisions, claimed that the unions were attempting to take over his Eastern Air subsidiary "through an extortionate scheme to smear the company's reputation." In the words of ALPA, this suit is "laughable. This is like the lions suing the Christians for animal abuse."

Unfortunately, this type of RICO abuse is not so uncommon.

In 1970, Congress enacted RICO to help break up large, well-organized crime syndicates. A civil provision was also added which allowed people who were hurt by organized crime to bring civil suits against the criminals. Plaintiffs could simply allege that they had been injured by a "pattern of racketeering activity" to file in federal court. Traditional organized crime activity like murder, arson and extortion were included, as well as mail fraud, wire fraud and securities fraud.

Because civil RICO suits allow for triple damages plus legal fees, they are attractive to plaintiffs and their lawyers. Misuse of the law has become so pervasive that the Justice Dept. estimates that only about 7 percent of all civil RICO litigation actually involves organized crime. As with Eastern, many cases are actually simple labor-management disputes.

Chances of winning are also enhanced by the "blackmail" factor: defendants who settle out of court, fearful that charges that they are "racketeers" will ruin their reputations.

The AFL-CIO has joined with the American Bar Association and a broad coalition of labor and business groups in calling for reform. It's not that legitimate fraud cases shouldn't be prosecuted, but ordinary organizations shouldn't be indistinguishable under law from racketeers.

Both S. 438, introduced by Sens. Dennis DeConcini (D-Ariz.) and Orrin Hatch (R-Utah), and H.R. 1046, introduced by Reps. Frederick Boucher (D-Va.) and George Gekas (R-Pa.) would help to alleviate the problem by eliminating treble damage awards.

New York stresses job hazard detection

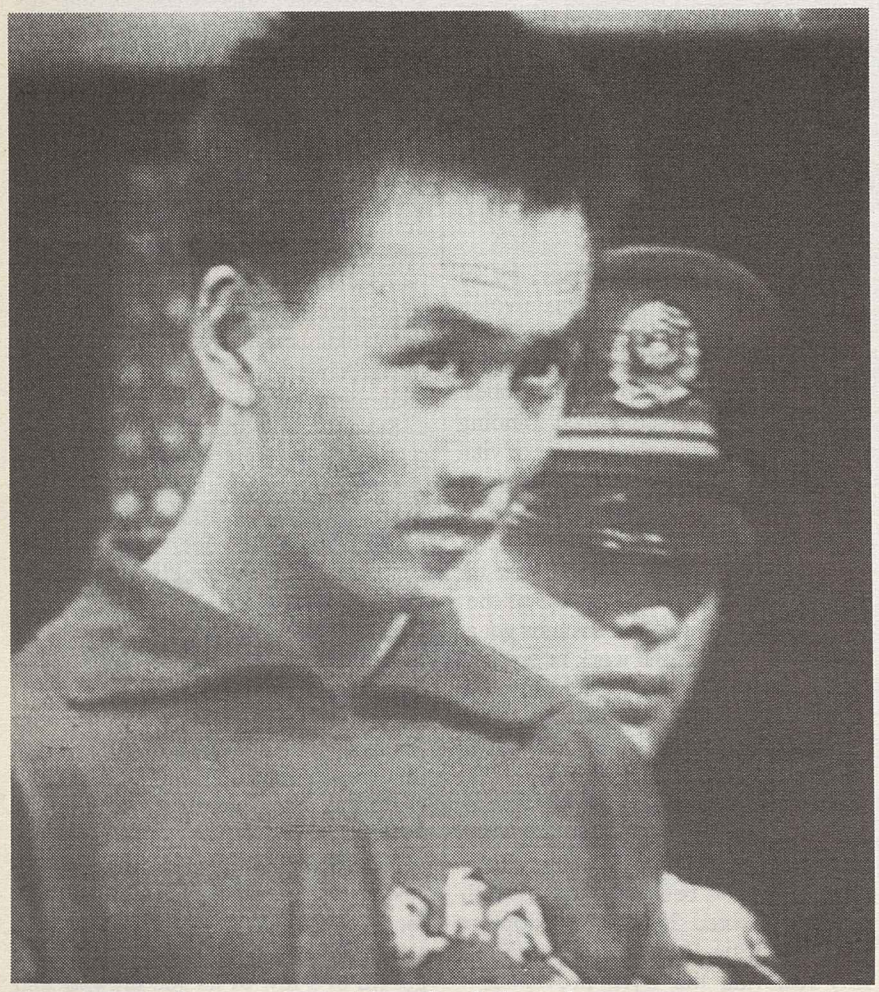
Albany, N.Y.

Gov. Mario Cuomo signed a bill authorizing funding for New York's occupational health clinics and proposed new legislation to establish a system of early detection of occupational diseases.

The funding measure, supported by the state AFL-CIO, provides the $2.7 million cost of operating the seven job health clinics with money collected from workers' compensation carriers and self-insurers.

The legislation Cuomo proposed, the Worker Medical Monitoring Act, is designed to prevent or reduce occupational diseases by encouraging workers employed in high-risk occupations to undergo regular physical examinations. The bill identifies 22 job categories of workers at high risk of disease. The cost of this treatment, under the proposal, would come from assessments on workers' compensation insurance carriers and self-insurers.

A recent study, ordered by the state legislature, found that occupational disease ranks behind only heart disease, cancer and stroke as a cause of death, killing 7,000 New Yorkers a year.



Shanghai worker is sentenced to death for role in protest.

'Return to status quo should not be U.S. goal'

The events in China lay bare the essential reality of Communist dictatorships everywhere—their power rests on military force.

The massacre of students and workers demonstrating for democracy may restore a semblance of order, but it cannot confer legitimacy on the brutal tyrants who ordered it. Current speculation as to which leaders of China's Communist Party are in charge misses the point: the regime has no moral mandate to rule.

By all accounts, the All China Federation of Labor has sided with the government against the workers who took to the streets.

The AFL-CIO has long refused contacts with this state-controlled labor front. Its shameful behavior in the current crisis vindicates our contention that, like its counterparts in other communist countries, it does not represent the interests of workers but serves as an instrument of the Communist Party and the government.

The AFL-CIO supports President Bush's decision to suspend military sales to China, but neither this action nor his statement that normal relations cannot be resumed until the Chinese government recognizes the democratic aspirations of its people has so far altered that government's repressive course. Indeed, it is now demanding that independent student and labor leaders turn themselves in "or face severe punishment."

Western businessmen now fleeing China indicate they plan to return as soon as order is restored. The AFL-CIO does not consider the restoration of order, in the absence of democratization, a sufficient basis for resuming business as usual with the People's Republic of China. The goal of American foreign policy toward China should not be a return to the status quo but progress toward the democratic principles that inspired hundreds of thousands of workers and students to risk their lives.

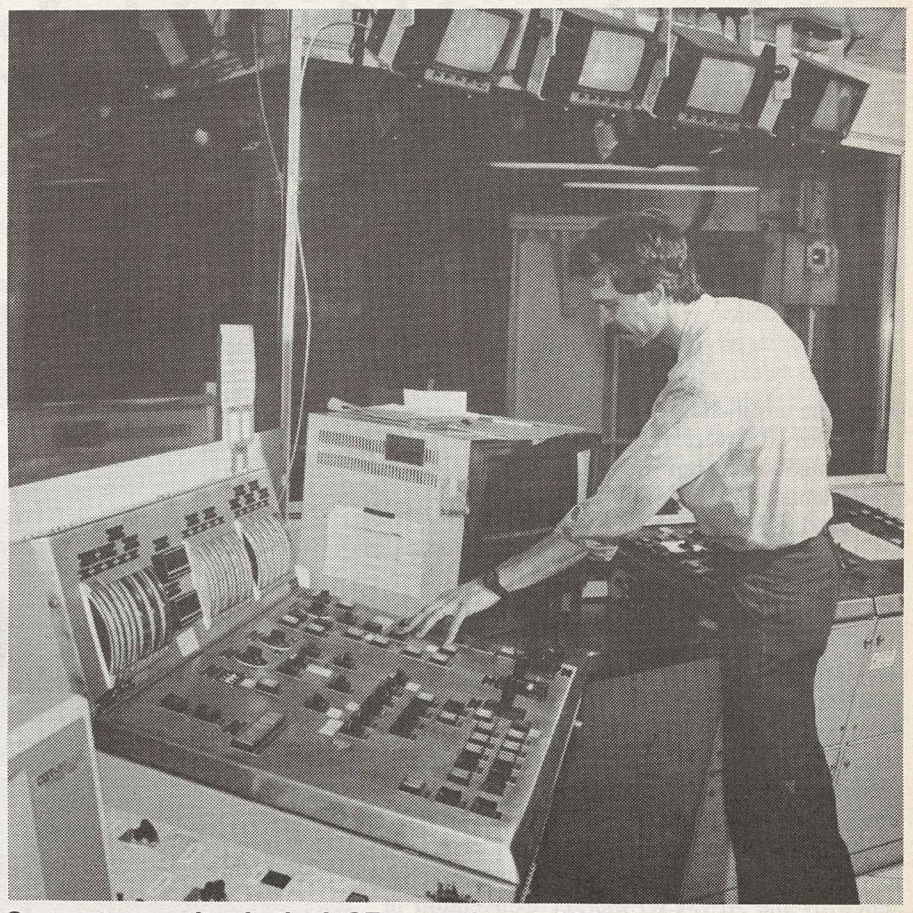
It is they who speak for the Chinese people, not the Communist Party, which has horribly reaffirmed its belief that power comes out of the barrel of a gun.

—Lane Kirkland

"Bargaining unit personnel are on salary. There is no time clock."

New *USWA* plant exceeds hopes

30,000 tons a month and no calisthentics



Computer monitor in the L-SE control room bids "welcome to the party that never ends." Steelworker Doug Hays split his time between the line and computerized controls.

Cleveland

"We don't do calisthentics and we're the United Steelworkers of America—not Japan," stressed Tom Zidek, president of USWA Local 9126.

Zidek and the 65 other steelworkers in the L-SE plant near Cleveland are sensitive about the sterotypes used to describe the electro galvanizing line, a $135 million joint venture of LTV Steel and Sumitomo Metals. L-SE is an acronym combining and first initials of LTV and Sumitomo electro-galvanizing.

The plant is a flashy high tech operation tucked into one corner of the venerable Republic Steel plant that LTV took over at about the time politicians and economists convinced themselves that the U.S. could no longer produce steel efficiently.

L-SE is in its third year of operation, now producing well beyond the levels of profitability and productivity that LTV management had expected. Zidek and Ken Pohl, his management counterpart at the plant, do not agree on everything, but they agree that the experiment has been worthwhile for the company and union members.

The plant was designed from the ground up to take advantage of flexibility. Supervision is limited to one "process coordinator" or foreman for each shift. On the production line, workers make fundamental decisions about line speed and quality. They are promoted under a "pay for knowledge" system that rewards learning and encourages both formal education and training on the job.

Autonomy goes deep at L-SE. Committees made up of workers and management handle pay and progression, hiring and gain sharing. One—the Integrated Processes Committee—even handles fine-tuning the computerized systems.

USWA approaches workplace innovation cautiously. Work rules and job specialties in the steel industry grew up from generations of contracts based on the dangerous and physically demanding work done in a steel mill.

When LTV approached the Steelworkers about the L-SE project, the union sought several important changes. The company wanted cross training to permit any worker to perform just about any job on the line. In return, the union wanted management commitments to training, to employment for laid off members and to employment security for those who were eventually hired. The union also won the right to help select the consultants who would be used to design the work systems.

Sumitomo Metals has perfected a unique system for producing galvanized steel and the joint venture followed. LTV owns 60 percent of the operation, Sumitomo holds the remaining 40 percent.

Sumitomo tested its technology in a plant it built in Kashima, Japan. Even though this plant is now known as the Cleveland operation's "sister line" the only similarities between the two after three years of operations are the technology and the product. Today, the L-SE plant is ahead of the Kashima plant in terms of "yield," the standard measure that compare both basic output and quality.

Leaders of the local accompanied management personnel to Kashima during the planning stages of the Cleveland operation. They did not copy the Japanese model, Zidek says, but used it to learn some lessons about participation and genuine worker involvement.

Zidek, who had worked in the old Republic mill, is aware it would be difficult if not impossible to impose the L-SE model on a traditional plant.

"The union wanted commitments to training and to employment security."

Frank Valenta, director of USWA District 28 and president of the Cleveland AFL-CIO, was on the initial bargaining committee. "We're proud to have had a role in developing a model that other Steelworkers and other unions can emulate," he said.

USWA District 28 Representative George Banks points out that frictions arise but that "the element of trust helps us resolve them more quickly."

One source of irritation is L-SE's tendency to resist union calls to hire more personnel. Recently, Zidek says, he has had to fight to win company agreement to put on additional people.

Union members on the Hiring Committee are trained in both the legal requirements of hiring and the psychology of conducting an interview, says Pohl, who carries the title of senior human resources manager but who wears the same brown work shirt and hard hat as the rank and file steelworkers on every shift.

The L-SE workforce was recruited from a roster of 1,100 Cleveland area USWA members laid off by Republic before LTV took over the plant. They went through a battery of tests and interviews—and a training period that lasted eight months before the plant opened on April 1, 1986. New hires go through the same process, now conducted by the Hiring Committee that numbers 19, only three of them management personnel.

Other steelworkers in the area are curious about the operation because they see it humming along at 30,000 tons a month production.

There's no great mystery. The plant is totally automated and computerized. The 885-foot galvanizing line operates seven days a week, around the clock, to produce exterior metal parts for American car makers. General Motors is the biggest user of L-SE products.

From the main control room, two workers monitor every phase of the operation, controlling the line speed and the combination of chemicals and the robots welding along the production line. A master computer screen carries all the vital information about the state of production at any given time under a semi-serious heading that bids: "Welcome to the party that never ends."

After the rocky times of the 1981-82 recession, the Steelworkers explored ways to help make the U.S. steel industry more competitive, explains USWA Secretary Ed Ball, chair of the USWA New Work Systems Committee.

At L-SE, top-of-the-line production workers are sometimes assigned to sweep the floor, explains Barry Oiler, Local 9126 treasurer. But L-SE workers are paid according to their job level and that rate isn't cut when a worker handles a chore that would be classified as a lower paid job in a traditional plant.

L-SE's bargaining unit personnel are on salary. There is no time clock. Workers enter their hours on a time sheet, and each one receives an automatic half hour of premium pay daily to attend 15-minute production meetings at the beginning and end of each shift.

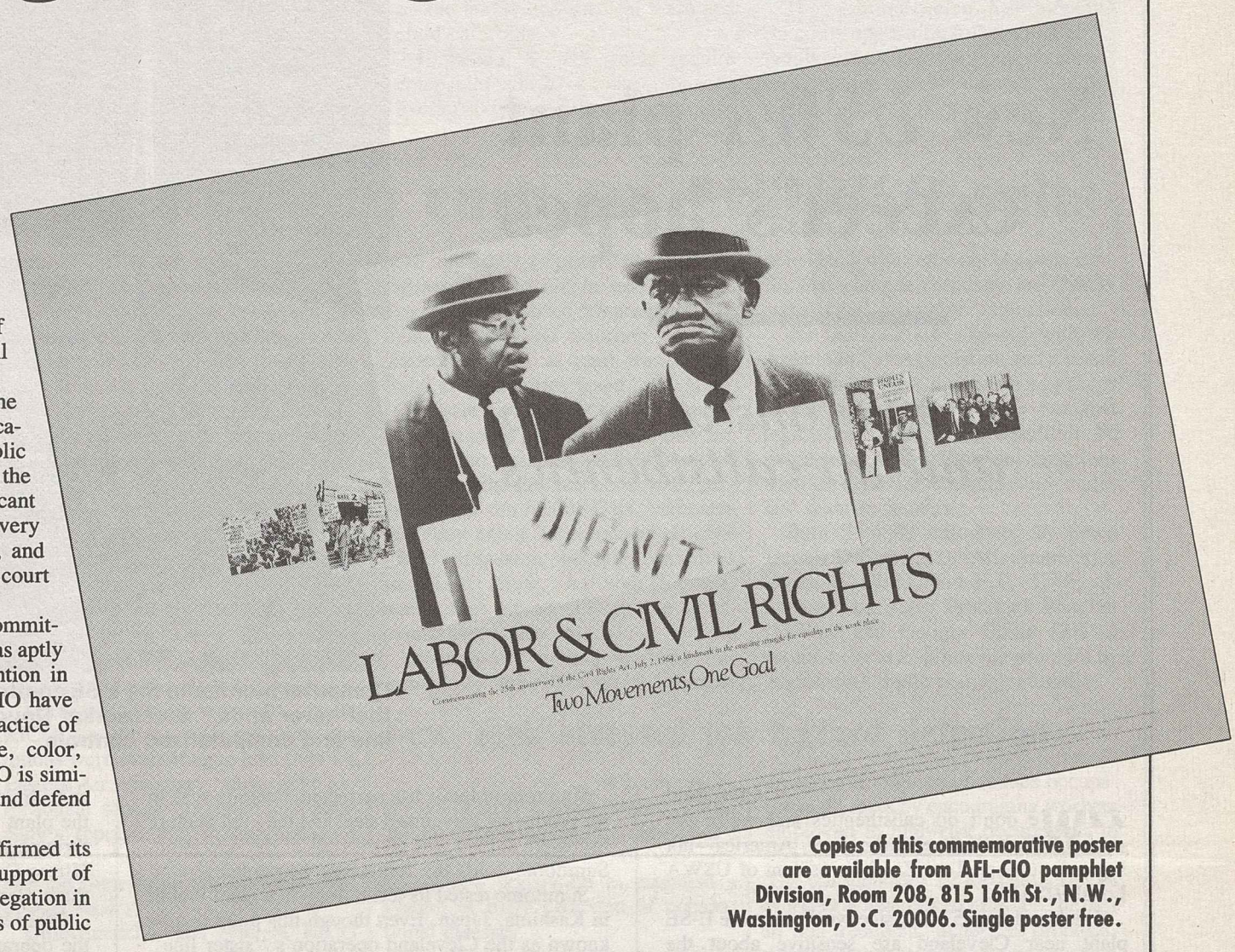
At start up, the expectations of both union and management were modest. Both would subscribe to the opinions reflected in a company-prepared history of the project which notes:

"There is ample evidence at L-SE, in its relatively short existence that, when the assumption is made that people are basically responsible, the results are very acceptable. By the same token, team members have learned that working on a problem together doesn't necessarily make it an easier problem—but it can and does lead to a wider range of potential solutions."

FOCUS

Civil rights—age 25

By Arlee C. Green



Copies of this commemorative poster are available from AFL-CIO pamphlet Division, Room 208, 815 16th St., N.W., Washington, D.C. 20006. Single poster free.

The unflinching desire for dignity for all Americans that bonded the nation's labor and civil rights movements bore fruit in passage of the 1964 Civil Rights Act which will mark its 25th anniversary on July 2.

That historic legislation guaranteed the rights of equal access to employment, education, public facilities, housing and public accommodations. The gains made over the past quarter century have been significant even though they had to be defended at every turn during the Reagan Administration, and continue to be challenged by Reagan court appointees.

The labor movement's longstanding commitment to equal rights for all Americans was aptly stated by the AFL-CIO merger Convention in December 1955: ''The AFL and the CIO have always believed in the principle and practice of equal rights for all, regardless of race, color, creed or national origin . . . The AFL-CIO is similarly pledged and dedicated to promote and defend the civil rights of all Americans.''

The 1957 AFL-CIO Convention reaffirmed its commitment to civil rights and its support of Supreme Court decisions outlawing segregation in transportation, public schools, and places of public accommodation.

In 1962, the AFL-CIO established a special task force to aid local central bodies in setting up civil rights committees involving every segment of the community.

When President John F. Kennedy introduced his civil rights proposals in 1963 and took administrative action to end racial discrimination in hiring on federal construction projects, AFL-CIO President George Meany welcomed the actions.

Following a meeting of some 300 labor leaders with Kennedy in July 1963, Meany appointed a five-member committee to ''wipe out discrimination wherever it exists—on the job, in the schools, in the voting booth, in housing developments, stores, theaters or recreation areas.''

Meany pressed to have a fair employment practices bill incorporated into Kennedy's civil rights package. Testifying before a House Judiciary subcommittee in July 1963, Meany called equal employment opportunity the ''vital issue'' needed to give real meaning to other rights. ''The plain fact,'' he said, ''is that Negro workers as a whole, North and South, do not enjoy anything approaching equal employment opportunity.''

He insisted that sanctions and penalties be imposed against employers or labor organizations that discriminate.

Meany proposed that the attorney general be empowered to initiate court action on school desegregation without waiting for a complaint to be filed. Such suits are beyond the financial means of most private individuals, Meany emphasized.

The historic 1963 March on Washington turned up the heat on civil rights issues. A. Philip Randolph, an AFL-CIO vice president and the director of the march, told the 200,000 marchers of the need for bipartisan congressional support for the civil rights legislation and said he hoped a fair employment law and injunctive powers for the Justice Dept. would be added.

UAW President Walter Reuther said the task ahead was to ''take the tools'' to be provided by civil rights legislation and use them on the ''day-to-day job of fighting discrimination.''

In October 1963, the Civil Rights Commission recommended a fair employment law long urged by the AFL-CIO as the keystone to civil rights progress. A month later, the House Judiciary Committee reported out a comprehensive measure on a 23-11 vote. A stronger bill approved by a Judiciary subcommittee and endorsed by a number of civil rights groups, was voted down earlier 19-15.

The 1963 AFL-CIO Convention declared that ''we must set our own house in order, removing the last vestiges of racial discrimination from within the ranks of the AFL-CIO,'' and secondly, that ''we must cooperate with our neighbors in the general community to assure every American the full rights of citizenship.''

President Lyndon B. Johnson carried the torch of freedom for civil rights after Kennedy's November assassination. He told Congress no eulogy could ''more eloquently honor President Kennedy's memory than the earliest possible passage of the civil rights bill.''

But House Rules Committee Chairman Rep. Howard Smith (D-Va.) delayed action on the civil rights package, finally holding hearings in January 1964. He agreed to allow the full House to take up the bill under an ''open rule'' allowing amendments. The House passed the comprehensive measure 290-130 in early February 1964.

A block of southern senators began a filibuster to delay action on the measure. The Senate in late March voted to bring the bill to the floor for action. The filibuster continued as various weakening amendments were eventually voted down.

The AFL-CIO sharply criticized the ''serious inaccuracies'' in a speech by Sen. Lister Hill (D-Ala.) about the possible effects of the proposed law on unions.

AFL-CIO Legislative Director Andrew J. Biemiller countered Hill's contention that the bill would ''undermine . . . the seniority system,'' deprive unions of ''representation rights'' under basic labor laws and otherwise be ''a blow to labor freedom.''

In mid-May 1964, the AFL-CIO News printed a summary by Sen. William M. McCulloch (R-Ore.), one of the architects of bill, who wanted to answer ''false and misleading charges'' being directed at the measure. He gave a section-by-section breakdown of what the bill would and would not do.

In May 1964, the AFL-CIO Executive Council urged the Senate to invoke cloture to cut off debate that had dragged on for three months. ''Stop talking, start voting,'' the council said.

After beating back a bid to scuttle the key fair employment section of the bill, the filibuster was finally broken on June 10 after 75 days on a 71-29 vote. In those days before Senate Rule 22, it took a full two-thirds to invoke cloture, not the 60 votes required today.

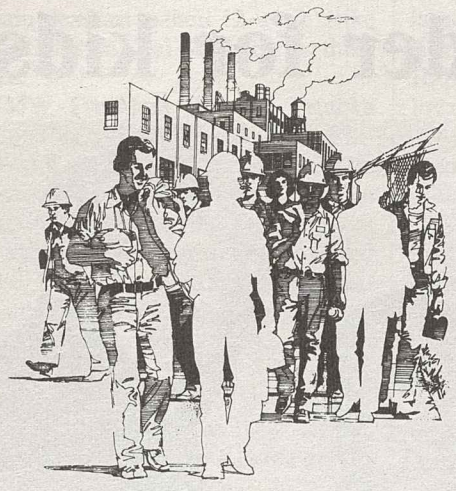
The 119 amendments to the bill were considered under the limited debate rule before the roll was called for the last time at 7:40 p.m. on June 19. The debate was over and the bill passed, 73-27.

Meany then called for a broad-based drive to ''translate the bill's promises into reality.'' In a message to the NAACP Convention, Meany said, ''All of us must enlist for the duration. I pledge to you that the AFL-CIO will never abandon this fight.''

Following President Johnson's signing of the law on July 2, Meany said in a letter to affiliates, ''We in the AFL-CIO have a special obligation to implement the law we supported and the principles it represents,'' urging they bring about the fullest possible involvement of employers ''who cannot remain aloof.''

At a September conference of 300 delegates from international unions and state and local labor bodies, Meany said the AFL-CIO would ask every union to make available a staff member to aid local central bodies in developing a civil rights program in their community and to assign a national officer to be responsible for developing a fair employment practice program.

"The labor and civil rights movements have parallel histories, each capable of direct action regardless of what was considered legal at that time."



Absence of a job diminishes other rights, so labor insisted 1964 law cover jobsite

by Richard G. Womack
AFL-CIO Civil Rights Director

By opening the doors to voting rights, access to public accommodations and facilities, equal protection under the law and equal employment opportunities, the 1964 Civil Rights Act is a landmark equal to any in American history.

But the rights provided by the law aren't equal and in 1964 the AFL-CIO said why:

"Equal education has meaning only for those Negro children whose parents can afford to keep them in school. Equal access to housing has meaning only for those who can afford to buy. Equality in places of accommodation is relevant only for those with money to spend. So it seems to us in the AFL-CIO that the vital issue, the chief among equals, is jobs." This belief forced the inclusion of Title VII, banning discrimination in the workplace.

The 1964 act carried the promise that basic inequities would be righted, suffering and exploitation would be eradicated and violence in relations between groups would be abated. It was a crowning achievement for both the union and civil rights movements.

Those movements have parallel histories, each capable of direct action regardless of what was considered "legal" at that time. Each movement was born of social and economic plight. Each had visionary blacks and whites working to achieve social, economic and civil rights advances for oppressed citizens.

The 1964 act was the best expression of the determination of both the union and civil rights movements—a determination that grew from the knowledge there is no half-way house on the way to freedom; there is no tokenism that will satisfy people who seek the dignity that only full freedom can give.

Thus the fight for the enactment of the Civil Rights Act in general and its Title VII in particular was a crusade by the labor movement in the interest of human dignity, not for blacks alone but for everyone.

Workers form unions to build a society dedicated to social and economic justice. By definition, unions are open to all comers because a mass movement has strength only when inclusive—all people; all colors; all creeds; all political parties; all citizens, without regard to national ancestry.

Before the Civil Rights Act, the two organizations worked toward one end, dignity in the workplace and the abolition of racial discrimination from every aspect of American life. The habit of struggling for those two inseparable goals gives union members a special understanding of the needs of black Americans and a special empathy for their quest to achieve them.

The dream of an America in which all citizens enjoy full citizenship rights can be achieved only if the Civil Rights Act is energetically enforced. That enforcement has been difficult.

While protest movements must continue to use demonstrations to expose injustices, simultaneous efforts are needed to create the good will and interpersonal relations essential to a society that lives together in tranquility.

Trade unionists have to understand the intent as well as the spirit of the Civil Rights Act, moving beyond the letter of the law, beyond the minimum.

Right-minded people agree that voluntary affirmative action is an indispensable ingredient in enforcement of civil rights laws. When the law was still new in the 1960s, the labor and civil rights movements shifted the focus from eradicating intentional discrimination to requiring affirmative action—essential as a response to passive discrimination.

Today economic democracy must remain part of the agenda if the labor and civil rights movements are to meet the challenges of the 1990s. Real celebration of the 25th anniversary of the July 2, 1964, enactment of the Civil Rights Act requires recognition of the realities of post-Reagan America and a willingness to continue the quest.

Court decisions erect barriers to overcoming discrimination

Recent cases alter direction and progress of previous 10 years

Since 1978, the Supreme Court has addressed affirmative action programs ten times. Some programs examined by the court in these decisions were court-ordered, and some were voluntary. Most were challenged either on Fourteenth Amentment (equal protection) grounds or under Title VII of the 1964 Civil Rights Act.

In *Weber v. Kaiser Aluminum/United Steelworkers,* a Title VII case, the court upheld the legality of an affirmative action provision in a collective bargaining agreement designed to eliminate racial imbalances through a craft training program.

Weber was followed by three additional decisions supporting affirmative action programs.

In *Local 28 of Sheet Metal Workers v. EEOC,* the Supreme Court affirmed a court-ordered remedy that mandated a percent non-white union membership, based on the percentage of non-whites in the relevant labor pool.

In *U.S. v. Paradise,* the Court upheld a race conscious promotion remedy for prior discrimination imposed as a temporary measure to increase the number of qualified black candidates.

And in *Johnson v. Santa Clara County,* the Court for the first time addressed the legality under Title VII of an affirmative action plan for women and approved the preference regarding hiring and promotion to create a more balanced workforce.



The Reagan Administration was dedicated to eliminating affirmative action. The recent Supreme Court decisions show that the Reagan appointees are using their judicial office to carry out Reagan's program.

City of Richmond, Va. v. J.A. Croson Co. sharply limited the ability of a state or local government to establish affirmative action programs without first providing proof of past discrimination.

In *Martin v. Wilkes,* the Court ruled that employees who were not part of a consent decree settling race discrimination charges (in this case against the city of Birmingham, Ala.) may challenge promotion made under those decrees as a violation of their rights under Title VII.

In other words, white employees who did not intervene in the original suit can at a later date challenge employment decisions under a consent decree. In dissent Justice John Paul Stevens argued that this decision "would subject large employers who seek to comply with the law by remedying past discrimination to a never-ending stream of litigation and potential liability."

These two decisions erect high barriers in the paths of state and local governments and employers and unions who seek to institute affirmative action programs to overcome the effects of a history of discrimination against minorities and women.

Rights renewed, reinforced in Congress

1982 Voting Rights Act Extension

Despite strong opposition from an unsympathetic Reagan Administration, an effective coalition was able in 1982 to achieve the passage of a much needed 25-year extension of the original 1965 Voting Rights Act. So strong was the national coalition which developed that a substantially improved act was ultimately passed with a key provision making clear that the effects rather than the intent of a voting change are sufficient for a successful challenge. This effectively overturned the *Mobile v. Bolden* Supreme Court decision of 1980 which had held that the "intent" standard of proof was applicable to Voting Rights Act cases.

The Martin Luther King Holiday

The goal pursued for 14 years by the AFL-CIO and its affiliates was realized with the passage of the Martin Luther King Jr., federal holiday bill and the January 1986 establishment of the birthday of Dr. King as a national holiday.

Veto Of Civil Rights Restoration Act

The enactment of the Civil Rights Restoration Act was both a reaffirmation of basic civil rights and a repudiation of the Reagan Administration approach to civil rights enforcement.

Fair Housing Amendments Act of 1988

The passage of the Fair Housing Amendments Act of 1988 was one of the most significant improvements in civil rights law over 20 years. Civil rights advocates were finally able to establish an effective enforcement mechanism for the Fair Housing Act and to extend coverage to the disabled and to families with children.

Three 'first-ever' offices show progress, provide model for young blacks

Twenty five years after enactment of the Civil Rights Act of 1964 doors continue to open: Jesse Jackson made a serious run for President in 1988, Ronald Brown heads the Democratic National Committee and Democrats in Virginia, the capital of the Confederacy, nominated a black, Lt. Gov. L. Douglas Wilder, for governor—all useful signs to young blacks that they too can aim high.

While a tiny percentage of U.S. elected offices, these symbolic "firsts" are not to be taken lightly. They represent further coming of age for America and have made many blacks feel that they are part of the fabric of American society as never before. But the risk remains that the "firsts" will be symbolic.

AFL-CIO honors Edelman, crusader for kids

Marian Wright Edelman, president of the Children's Defense Fund, received the 1989 Murray-Green-Meany award, the AFL-CIO's highest honor for public service.

Edelman was honored during the federation's Conference on Community Services, attended by more than 400 of labor's community services representatives. During the four-day session in Washington, participants explored the needs of working families—literacy and workplace training, housing and health care needs—and labor's legislative efforts to meet those needs.

AFL-CIO Sec.-Treas. Thomas R. Donahue presented Edelman with the award, praising her lifetime of work on behalf of the nation's children. Donahue said Edelman's work as ''chief executive, strategist, lobbyist, publicist, fund raiser and guiding light of the Children's Defense Fund has won her the respect, affection, admiration and support of American trade unionists, who are still heavily engaged in a save-the-children program launched a long time ago.

''We salute her because we share her conviction that every last child born in this land has a right to be welcomed as a member in good standing of the only human family there is,'' he added.

In accepting the award, Edelman forcefully outlined the need for the nation to show greater concern for its children. Every 16 seconds a child drops out of school, every 40 seconds a child runs away from home, every 60 minutes a teenager has a baby, every 53 minutes, a child dies in poverty, she said.

The Murray-Green-Meany Award consists of a commemorative medallion and a $5,000 grant. Previous recipients include Rep. Claude Pepper, Rev. Theodore Hesburgh, Eleanor Roosevelt and Presidents Harry S Truman and Lyndon B. Johnson.

Joe Velasquez, director of the Dept. of Community Services, told conference participants that government efforts to substitute ''rhetoric for government activism'' fall far short in meeting the needs of working families. To better address the need for quality child care, aid for displaced workers, parental leave and other concerns, labor's community services effort must increase grassroots participation through legislative action committees and in coalitions with community groups sharing those goals, he said.

Velasquez also reviewed some ongoing projects, noting that more than 300,000 pounds of food already had been distributed to striking Eastern workers in Atlanta, and outlining a new goal of 500,000 units in the labor-American Red Cross supplemental blood drive.

Mitch Snyder, an advocate for the homeless and a member of the Community for Creative Nonviolence, spoke to the conference about the Oct. 7 Housing Now march which he will direct and the AFL-CIO has endorsed. Snyder noted the need for housing—particularly for working families, those living on fixed incomes and young workers who cannot afford a place to live. The disappearance of affordable housing has forced many families into a strained existence, with some working two jobs and spending as much as 70 percent of their incomes on housing, Snyder said.

Speakers included Letter Carriers President Vincent Sombrotto who heads the AFL-CIO Community Services Committee, and Presidents Morton Bahr, Communications Workers, and Gene Upshaw, National Football League Players Association.

Conference participants also heard a moving presentation from a panel of young students—former drug users who have given up their habits and are now attending school or job training programs.

Other topics included health care, Red Cross activities and scouting.



Marian Wright Edelman receives award from Sec.-Treas. Thomas R. Donahue, right, and Letter Carriers President Vincent Sombrotto, who chairs the AFL-CIO community services committee.



Peter Thornberg, a member of Troop 439 in Silver Spring, Md., talks with Gene Upshaw of the National Football League Players Association.

Inbrief

UFCW California members ratify supermarket contract

Sacramento, Calif.

By an overwhelming 6-1 margin, 10,000 members of Food & Commercial Workers Local 588 ratified a new three-year contract with major northern California supermarkets, providing a series of five lump-sum payments, a general wage increase and significant pension plan improvements.

Four other UFCW locals, representing 8,000 clerks in Sacramento and in the San Joaquin Valley, also ratified the agreement and 22,000 members of seven San Francisco Bay locals are set to vote in a mail referendum ballot later this month.

The UFCW members will receive lump-sum payments of $200 each on Aug. 30. The remaining payments will be made at six-month intervals and will range from $436 to $468, depending on job classifications. General wage increases ranging from 30 to 35 cents an hour will take effect Feb. 29, 1992—the last day of the contract.

Local 588 President Jack Loveall said the agreement also increases the pension benefit formula from $29.44 to $36 per month of service for the first 10 years of service, and from $39.23 to $48 per month thereafter.

San Francisco teachers restore bargaining rights

The San Francisco local of the Teachers has regained collective bargaining rights for that city's 3,869 teachers.

SF/AFT had historically represented the educators until the San Francisco Classroom Teachers Association mounted a successful challenge eight years ago. Now, by a vote of 1,703 to 1,388, with a ''no representation'' vote of 50, the teachers are back in the AFT camp.

SF/AFT President Joan-Marie Shelley, declaring that ''we just refused to roll over and die'' after the bargaining rights loss eight years ago, said the union's victory by 300 votes in the May balloting ''demonstrates our new strength.''

The AFT also represents San Francisco school system paraprofessionals and related personnel.

Four unions set plans for Piedmont merger

Four major airline unions have agreed on joint goals of organizing at U.S. Air when it completes its merger with Piedmont Airlines August 5.

The unions are the Pilots, Machinists, Teamsters and Flight Attendants. At an AFL-CIO headquarters meeting, representatives of the unions agreed that every class and craft will need representation after the merger to protect the rights of the workers when the U.S. Air acquisition of Piedmont is formalized.

The unions agreed to maintain a continuing dialogue on organizing, negotiations and other problems affecting U.S. Air and Piedmont employees. They also agreed that ''B'' scale wages should be eliminated at the two carriers and throughout the airline industry.

Dollars Against Diabetes Sets Father's Day Record

Thousands of building trades workers solicited contributions at baseball stadiums, shopping malls and street corners over the Father's Day weekend, raising an estimated $1 million in their DADs campaign—Dollars Against Diabetes.

The fundraising project, spearheaded by the AFL-CIO's Building and Construction Trades Dept., is in its third year. The proceeds of the 1989 effort, still being tallied, will be added to the $3.8 million the workers have collected since the campaign was initiated in 1987.

DAD National Co-chairman Edward Carlough, president of the Sheet Metal Workers, said the 1989 drive was a record-breaker. An estimated 30,000 volunteers in 165 cities and 47 states participated in the effort.

The campaign raises funds for the University of Miami's Diabetes Research Institutre (DRI), which is searching for a permanent cure for diabetes. Organized labor has committed to raising more than $10 million for the construction of DRI research facilities.

Mine Workers hold firm against Pittston tactics

In a dramatic struggle for union rights, members of the United Mine Workers remain steadfast in their 12-week strike against Pittston Coal Group Inc. in three states.

UMW President Richard Trumka outlined the miners' campaign at Pittston to a meeting of the AFL-CIO's Strategic Approaches Committee. The committee, headed by Steelworkers President Lynn Williams, also reviewed the AFL-CIO Fairness at Eastern campaign at its June 12 meeting.

Here is a summary of the Pittston dispute:

Following 17 months of stalled negotiations, nearly 2,000 members of the Mine Workers walked off the job at Pittston mines in Virginia, West Virginia and Kentucky.

Nearly 7,000 persons—including retired and disabled miners, widows, dependent children and active workers—are affected by the dispute, with Pittston seeking to eliminate or sharply cut health benefits, pensions, hours, job protections and safety and health.

The strikers and supporters pledged to stick to their strategy of peaceful, nonviolent civil disobedience even in the face court orders to limit the number of protestors.

They also face harassment from Vance security—a heavily armed, private paramilitary force—and the Virginia state police, called on the scene by Gov. Gerald Baliles.

As of early June, more than 2,500 unionists and supporters have been arrested as they sit down to block roads to the mines. Students at local high schools have gone on strike to support the miners, communities have rallied around the strikers and many merchants have refused to serve Pittston's few strikebreakers, its many armed guards or the state police.

In Clintwood, Va., townspeople show their union support by closing stores, joining demonstrations and wearing union T-shirts. The county supervisor was arrested during a peaceful sit-down demonstration. In Carbo, Va., a dozen priests, nuns and church activists were arrested as they demonstrated with striking miners.

But the government has shown little regard for the strikers and their union. Miners and their supporters are injured during arrests, forced to kneel by the roadside while handcuffed and threatened with loaded shotguns.

Federal and state courts have issued fines and injunctions. An injunction issued by the Virginia state court in April that sought to limit picketing to 10 pickets in a 22-mile radius was followed by a similar federal injunction.

As of early June, the international union had been fined more than $1.7 million and UMW District 28, $745,000. But on June 5, new fines were set, to double each day union members continued to peacefully demonstrate. By June 26, the international will owe more than $2 trillion and UMW District 28 more than $800 billion.

But the costs have not only been financial. On June 5, three union leaders were arrested, locked in leg irons and transported to Roanoke, Va., where they were jailed under contempt charges. Other union supporters also face jail terms.

The current situation is the culmination of Pittston's strategy aimed at forcing out the UMW which the company has followed since the early 1980s.

Pittston is not willing to bargain in good faith. In June 1987, seven months before their contract expired, the UMW proposed an immediate labor cost saving of 78 cents per ton, in exchange for new job-security protections that would not increase company costs. Although its major competitors signed the agreement, Pittston refused.

Later that year, the UMW offered a similar proposal and a no-strike agreement, if Pittston would accept the terms of the contract negotiated with the multi-employer group. The company again refused.

Negotiations technically began in November 1987, but little was accomplished in the more than 100 sessions. When the agreement expired Jan. 31, 1988, the union offered to continue working, but the company refused.

While UMW members stayed on the job, Pittston cut health insurance benefits for 1,500 retirees, widows and disabled miners, stopped pension contributions for working miners and ended the dues check-off.

Negotiations continued until November—although union members had set a Jan. 31, 1989, strike deadline—when Pittston made its "take it or leave it" demands and refused to bargain further.

The UMW has filed a federal suit against Pittston, charging that the company's restructuring violated federal pension law.



Helping hand

Union members in Harrisburg, Pa., load 23,000 pounds of food into trucks bound for Newark, N.J., where the goods were to be distributed to Eastern Air Lines workers by a local food bank.

Formaldehyde standard improperly set, court says

A federal appeals court panel has ruled that the Occupational Safety & Health Administration improperly set an allowable level for worker exposure to formaldehyde—a level that many health and safety experts say can cause cancer and other health risks.

The panel also ruled that OSHA failed to protect formaldehyde-affected workers' seniority and earnings while they were retrained for other jobs.

The panel, ruling for the U.S. Court of Appeals for the District of Columbia Circuit, ordered OSHA to reconsider the standard.

Frank E. Mirer, UAW director of health and safety, termed the decision "a significant vindication of our position..." Mirer said the limit was based on "political rather than scientific" considerations.

The case was brought by several unions after OSHA in December 1987 adopted a new formaldehyde standard permitting exposure of one part per million parts of air over an eight-hour period, and two parts per million for short-term exposure.

The Clothing & Textile Workers and the Ladies' Garment Workers said the rules virtually ignored a serious cancer risk to more than 900,000 apparel workers.

They pointed out that the Environmental Protection Agency had concluded that formaldehyde levels in apparel work, in the range of 0.2 to 0.3 parts per million, could cause hundreds of deaths.

The court faulted OSHA for establishing a formaldehyde standard which placed primary reliance on estimates based on a rat study. "Humans are not rats," the court declared, "and it is far from clear how readily one may generalize from one mammalian species to another."

The court also found that OSHA's decision not to establish a medical removal protection (MRP) program for formaldehyde-exposed workers required "at least some explanation."

MRP provides that an employee retains earnings and seniority if removed from a job because of exposure to a toxic substance. The court said OSHA's position that MRP was not intended to cover permanent shifts from exposed to unexposed work "represents a thoroughly unexplained 'swerve' from past practice."

CLUW conferences help unionists map work, family goals

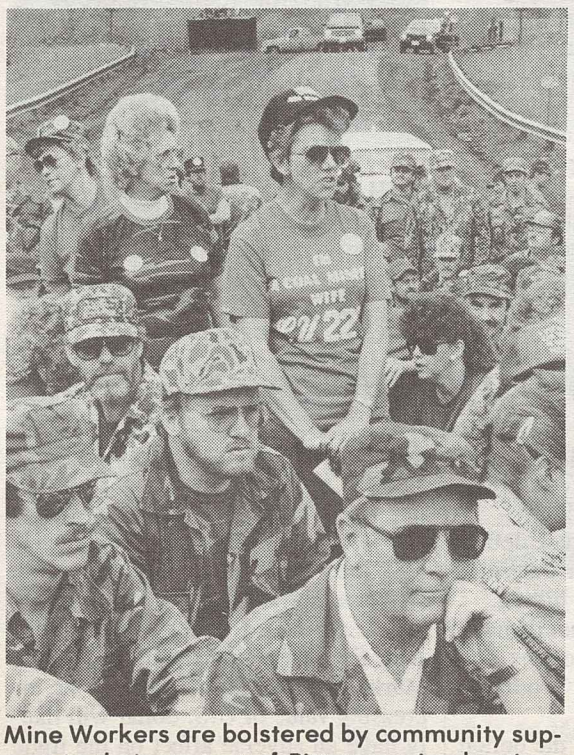
Work and family issues were the focus of a series of one-day conferences sponsored by the Coalition of Labor Union Women, the AFL-CIO and the Labor Dept.

"Bargaining for Our Families" seminars, held in seven cities, were designed to help local union officers and leaders in winning family benefits through collective bargaining, organizing and legislative initiatives.

General sessions focused on child and dependent care, flexible work patterns and economic discrimination. In child care discussions, participants assessed on-site centers, referral programs and assistance plans, while sessions on drug abuse pointed out the value of employee assistance programs with strong union participation. In workshops, participants worked to develop skills in media relations, coalition building and membership education and services.

In Los Angeles, panels covered the AFL-CIO's immigrant assistance project and the Service Employees' Justice for Janitors campaign, while Atlanta participants discussed the janitor organizing effort and other cities covered local concerns.

Conferences were held in Kansas City, Seattle, Los Angeles, Atlanta, Philadelphia, Chicago and Boston.



Mine Workers are bolstered by community support in their protest of Pittston union-busting.



Virginia union members are handcuffed and guarded by armed state police following a sit-down demonstration.

Data

Real earnings loss worst in 7 years

Another sharp hike in consumer prices triggered the steepest decline in workers' buying power in more than seven years as real weekly wages plunged 1.3 percent in May after adjustment for inflation. And real weekly pay is down 1.9 percent from May 1988.

The Bureau of Labor Statistics reported that retail prices spurted six-tenths of 1 percent last month after a seven-tenths of 1 percent jump in April. Over the last three months inflation has been running at a 7.2 percent compounded annual rate.

If the BLS consumer price index maintains that clip for the remainder of 1989, workers will be hit by the steepest dose of inflation since 1980.

Food and energy costs continued to lead the price surge in May, BLS said. Gasoline prices increased 3.9 percent after soaring 11.4 percent in April. Sharp increases in fruit and vegetable prices pushed the food index up six-tenths of 1 percent, just about matching the monthly increases in the first four months of the year.

Housing costs, basically rent, increased four-tenths of 1 percent in May and were up 4.4 percent over the same month a year ago. Medical care costs rose six-tenths of 1 percent, pushing the index 7.4 percent higher over the year.

The steep decline in the real average weekly earnings stemmed from a nine-tenths of 1 percent drop in work hours that was partially offset by a one-tenth of 1 percent gain in hourly wages.

The sharpest real losses hit workers in transportation and public utilities, manufacturing and construction.

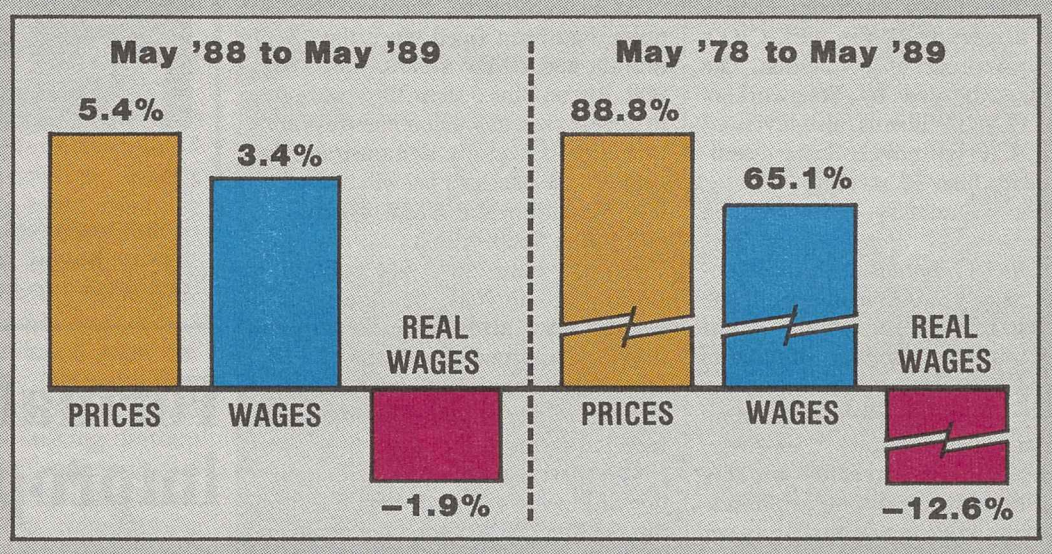
The average worker has not been able to get ahead of inflation despite an earlier string of moderate increases in consumer prices. Since last October, real weekly pay has continued to lag behind the same month a year ago, including nine-tenths of 1 percent in November, 1.2 percent in February, and 1.9 percent in May.

Since May 1979, real weekly earning have plummeted 9.9 percent, AFL-CIO economist Anne Draper noted. And since May 1978, the drop amounts to 12.6 percent.

Further price hikes in coming months may be indicated by the nine-tenths of 1 percent jump in the government's producer price index in May, which put it 6.2 percent above the same month a year ago. In May 1988, the index was up only 2 percent over the previous year.

Wholesale gasoline prices rose 5.2 percent in May and were up 22.9 percent over the year, while heating oil prices declined 7.7 percent.

Worker Buying Power Drops



Source: Bureau of Labor Statistics

7 nations cited as rights violators

AFL-CIO adds Benin, Liberia, Nepal to petition

Special trade privileges should be terminated for seven countries because of their continuing worker rights and human rights abuses, the AFL-CIO said in a petition to U.S. Trade Representative Carla Hills.

The seven developing nations on the federation's list are Benin, Haiti, Indonesia, Liberia, Nepal, Syria and Thailand.

"All of these governments have long-standing records of repressive labor practices which violate U.S. law and internationally recognized worker rights as set forth in the International Labor Organization conventions," the petition noted.

Under the Generalized System of Preferences provision in U.S. trade law, developing countries can export some 3,000 various products to the United States duty-free.

In a letter accompanying the petition, Sec.-Treas. Thomas R. Donahue reiterated the AFL-CIO's criticism of the agency's review process, including the practice of dismissing some petitions even before they are investigated.

Donahue cited dissatisfaction with the official explanation of government action and that "many important charges in our previous petitions have been disregarded. Similarly, we are concerned that there is no provision for re-examination of those cases in which GSP benefits are allowed to continue on the justification that a country is taking steps."

Four of seven countries—Haiti, Indonesia, Syria and Thailand—had been branded as worker rights violators in earlier AFL-CIO petitions.

The federation's petition focuses on violations of five ILO conventions: The right of association, the right to organize and bargain collectively, a ban on forced labor, a minimum age for child labor and acceptable wages, hours, working conditions and job safety.

In seeking sanctions against the seven countries, the AFL-CIO petition cited specific examples of rights violations:

BENIN—A developing nation on the west coast of Africa, forces all trade unions to affiliate with the government-controlled labor center as well as the communist-run World Federation of Trade Unions. The petition cited a State Dept. report that, "While the right to strike is not explicitly denied or protected in the Beninese labor code, the last strike in Benin occurred in 1975 and was forcefully suppressed by the government after three days."

HAITI—The new government has been unable or unwilling to make significant changes in the country's legal system to protect workers against employer abuses, contract violations and retaliation against legitimate union activity.

INDONESIA—The rights of freedom of association and collective bargaining do not exist in any meaningful way. Control is exerted both by powerful civilian elements and the army. The government has yet to respond to charges of violations filed by International Confederation of Free Trade Unions filed in 1987.

LIBERIA—Strikes are explicitly outlawed and the law is strictly enforced. While the constitution guarantees some workers the right to form trade unions, it excludes civil servants, employees of public corporations and teachers.

NEPAL—Repression of workers and their organizations is well documented by a variety of sources, including the State Dept. Enforcement of Nepal's minimum age 14 child labor law is spotty and violations are common.

SYRIA—GSP privileges should be removed immediately. Under the dictatorship, a State Dept. Report notes, there is "pervasive denial of human rights, including widespread torture and denial of freedom of speech, press, association and the right of citizens to change their government."

THAILAND—The government has yet to correct on-going abuses of worker rights, and child labor violations are increasing despite the AFL-CIO's petitions filed in 1987 and 1988.

GSP sanction brings reward

The government of the Central African Republic has lifted its ban on union activities, thanks in a large part to AFL-CIO petitions calling for GSP sanctions against the country.

In responding to the petitions, the United States imposed the sanctions in April. And in a May Day speech, the country's labor minister announced that unions could resume activities.

J.R. Sandos-Oualanga of the Central African Interim Trade Union Coordinating Committee said in a letter to the AFL-CIO: "We want to pay tribute to the American workers who, by taking vigorous action, not only won the battle on American soil, but also extended the victory to Centrafrica soil."

Trade deficit running at $109-billion annual rate

The United States amassed a $36.3-billion merchandise trade deficit during the first four months of 1989 even though the shortfall in April eased to $8.3 billion, the Commerce Dept. reported. In issuing the April report, the government revised the March deficit from $8.6 billion to $9.5 billion.

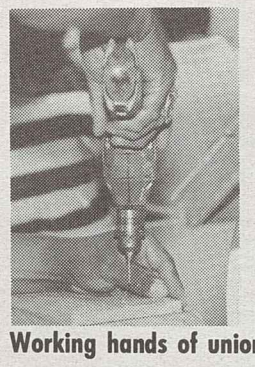
Imports amounted to $154.6 billion in the January-April period, an increase of $11.2 billion from the same period a year ago. At the same time, the nation's export picture improved to $118.3 billion, a gain of $17.4 billion over first four months of 1988.

At the current pace, the trade deficit should total $109 billion for the year. The 1988 deficit was $120 billion.

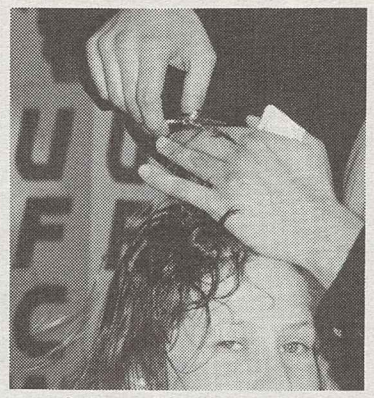
In April, sluggish consumer demand reduced imports of automobiles and other manufactured goods from the previous month's level.

For manufactured goods, the deficit in the first four months of 1989 was 12 percent below the 1988 mark. The surplus in agricultural commodities jumped 35 percent and the deficit in petroleum products rose 12 percent.

While April trade figures were welcome news, there are clear signals that U.S. export growth is slowing, AFL-CIO international trade economist Mark Anderson noted. He said the increasing value of U.S. dollar will likely have an adverse affect on the trade picture in the months ahead.



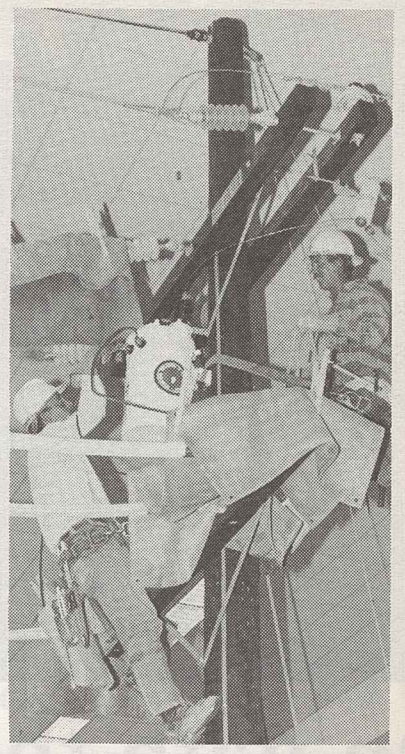




Working hands of union members display skills in producing quality goods and services.



In-coming crowd makes rounds of wall-to-wall exhibits.



IBEW connection.



HERE art in ice.

Showing the union label in San Jose



From the glass-blowing era.



BCT baker makes a sweet offering of frosted roses.

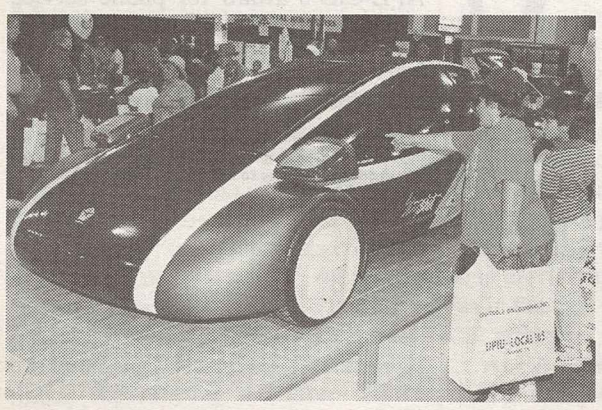
San Jose, Calif.

The 1989 production of the AFL-CIO Union-Industries Show with its 300 exhibitors drew a crowd of 250,000 in a four-day run at the San Jose convention center.

It was another edition of the continuing "Made in the U.S.A. with Pride" spectacular, produced annually by the federation's Union Label & Service Trades Dept. to showcase the skills of America's union workers—their products and their services.

There were butchers, bakers, glassmakers, bricklayers, carpenters, teamsters, clothing workers and scores of others demonstrating their specialties, as well as explaining the benefits of union contracts.

On top of that, Union Label Dept. Sec.-Treas. Richard Perry noted, more than $100,000 worth of products, services and samples were distributed free to show-goers.



A peek into the future courtesy of the UAW.



Ready to roll in an IAM Indy class race car.



On with the show

Californians begin to pour into the San Jose Convention Center as the Union-Industries Show opens for a four-day run. At times, it was wall-to-wall people who came to view the 300 exhibits featuring thousands of union-made products and to witness skills of American workers. AFL-CIO Sec.-Treas. Thomas R. Donahue officiates in ribbon-cutting ceremonies. Joining in are, from left, Executive Sec.-Treas. John F. Henning of the California AFL-CIO, House Majority Leader Richard A. Gephardt, President James E. Hatfield of the Union Label & Service Trades Dept. and San Jose Mayor Tom McEnery. (See Page 11.)



INSIDE

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With 5,000 children and their parents in Washington to lobby for family benefits, the Senate began consideration of a bill to improve child care for working families.

2 **ILGWU convention funds 'on the move'**
ILGWU delegates voted a dues increase to fund new initiatives in organizing and called for an active public education campaign on the dangers of industrial homework.

3 **Repetitive motion termed epidemic**
Unionists testify before a House subcommittee on OSHA's failure to respond to the growing number of trauma disorders and other workplace injuries caused by repetitive motions.

5 **USWA plant exceeds hopes**
USWA members in Cleveland are doing better than they expected with new workplace methods at a joint American-Japanese steel venture, while turning out 30,000 tons of metal per month.

6 **25th anniversary of Civil Rights Act**
The labor and civil rights movements are celebrating 25 years of landmark legislation which accorded equal access to employment, education and public facilities to all Americans.

8 **AFL-CIO honors kids' crusader**
Marian Wright Edelman of the Children's Defense Fund receives the AFL-CIO's award for public service during the federation's annual conference on community services.

UNION YES

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AFL-CIO NEWS

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FOCUS

Child care moves along



The 5,000 union children and parents who came to Washington to press Congress to adopt family benefits saw some quick results. Pictures on Pages 6-7.

First contract seals big victory at Harvard

Cambridge, Mass.

After what at times was a bitter organizing campaign, months of unique labor-management meetings which preceded bargaining and then intense negotiations, AFSCME has won a historic first contract for 3,500 office, laboratory and library workers at Harvard University.

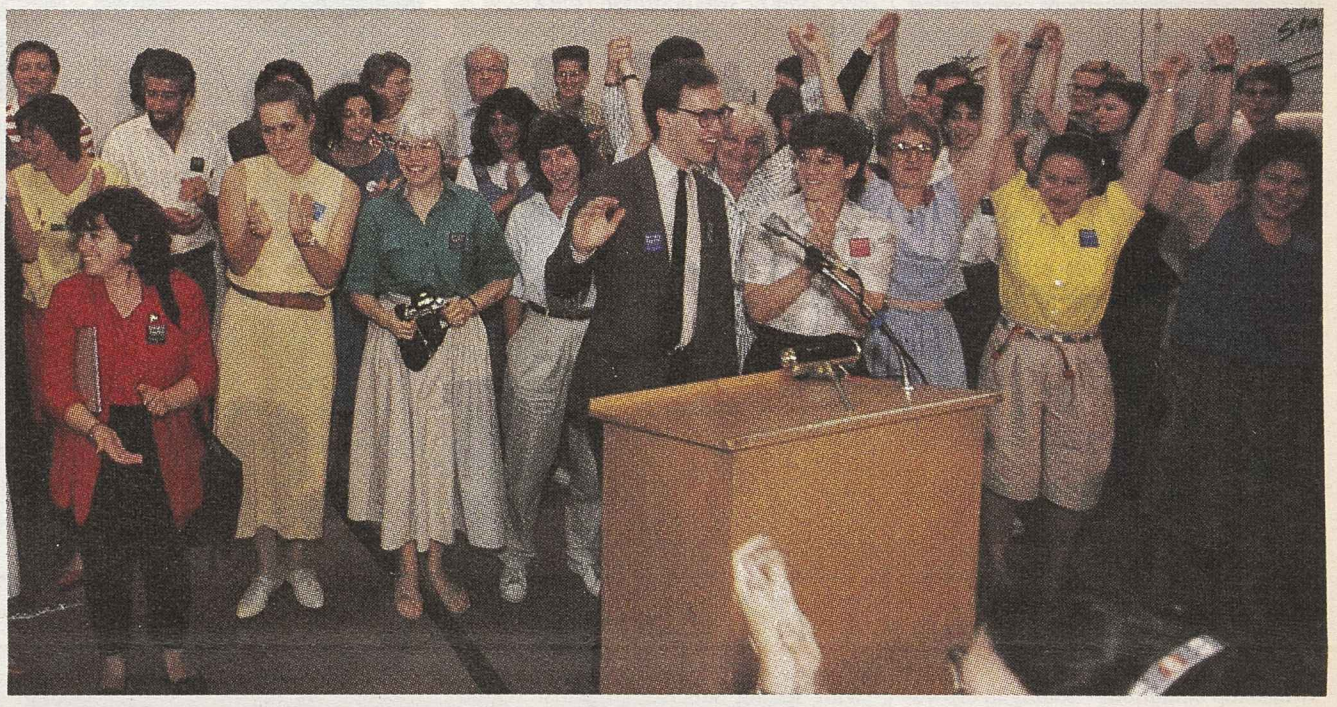
The landmark agreement provides average wage increases of 32 percent over the next three years. In the first year, a combination of a higher base pay, merit increases and in-grade step increases will yield an 11.5 percent pay boost, the union pointed out.

In addition, the settlement breaks important new ground in a number of key areas, including:

- A dramatically expanded program for child care and parental leave, providing a $50,000 a year scholarship fund, a model child care center, eight weeks' leave at 70 percent of salary for mothers after giving birth, and one week at full salary for fathers and adoptive parents.
- Joint union-management planning and problem-solving councils in each area of the university.
- Health and safety committees in each area, strong affirmative action language and a joint union-management committee to address long-term needs.

The organizing drive began in 1972 and was climaxed by a representation victory in an NLRB-supervised election on May 17, 1988. The university contested the vote for several months, but agreed last November to drop its objections, setting the stage for negotiations.

The university was represented at the bargaining table by former Labor Sec. John T. Dunlop, a noted labor arbitrator and professor emeritus at the university. Dunlop designed a unique system in which joint labor-management committees met to explore areas that required coverage in a collective bargaining agreement. Those meetings preceded the negotiations.



Announcement of a union contract is celebrated by AFSCME members at Harvard.

Earlier, AFL-CIO President Lane Kirkland, Sec.-Treas. Thomas R. Donahue and Executive Assistant to the President Kenneth Young were all involved at various stages in the long process of seeking an election.

The contract also calls for major improvements in pension benefits, including uncoupling the formula from social security and a provision for cost-of-living adjustments for retirees.

Harvard also agreed to increase its contribution to health insurance coverage. The university will pay an average of 85 percent of the cost. This translates into $15 more per month for individual plans and up to $50 a month more for family plans.

AFSCME's goal throughout the long struggle on behalf of the 80 percent female workforce at Harvard was "to get our members on the other side of Harvard's doors into the rooms where decisions affecting workers' lives are made," said the union's chief negotiator, Kristine Rondeau, a former employee at the university's medical school.

"We wanted to show that a union can win strong economic improvements and simultaneously develop a promising and forward-thinking relationship between the union and the university," she said.

"We're thrilled that Harvard employees have made this headway. Many other workers in higher education across the country will take inspiration from these gains because their circumstances have much in common with those of Harvard workers," said AFSCME President Gerald W. McEntee.

"This contract takes huge steps toward addressing the important issues facing the fastest-growing group of American workers," he continued. "The agreement lays a foundation for a whole new generation of working people, particularly working women and unions sensitive to their needs, to build upon."

Congress urged to order study of Eastern stripping

By Candice Johnson

Unions representing Eastern's pilots, machinists and attendants told the House Aviation Subcommittee that the business plan submitted by Eastern Air Lines to the bankruptcy court should be carefully evaluated and sought a full investigation of the loss of Eastern assets to other Lorenzo-owned companies.

Meanwhile, trade unionists continue with airport demonstrations, rallies and fund-raisers. Contributions have boosted the AFL-CIO Fairness at Eastern Fund to $1.46 million with the committee representing the three unions disbursing another $70,000 to meet emergency needs. And union members nationwide are taking the pledge to support the Pilots, Machinists and Transport Workers attendants by promising not to fly Eastern or Continental until a fair settlement is reached.

Testifying before the committee on June 29, union representatives pressed Congress to order the Dept. of Transportation to conduct a full evalution of Eastern's operating plan to determine if it has any chance of succeeding.

They also called for amendments to federal aviation law that would prevent a single group from controlling multiple airlines—to preclude the looting of one carrier for the benefit of another, as in the case of Eastern and Continental airlines.

ALPA President Capt. Henry Duffy, citing examples of Texas Air Corp. and Continental stripping away Eastern assets, asked whether "based on its recent performance of treating Eastern as a cash cow for the rest of Texas Air, are we to believe that Texas Air management is really interested in creating a viable Eastern? Aren't they really playing out the last chapter of a cynical game in which Eastern, its employees and the public are the big losers?"

Duffy said it was no surprise that Eastern "has maneuvered itself into bankruptcy court . . . where a Mr. Lorenzo can unleash his considerable army of lawyers and advisors to escape his legal obligations and to frustrate the operation of the labor laws, transportation laws and the public interest."

Capt. John Bavis, who heads the union's executive council for Eastern, said the three unions "consistently played by the rules in our dealings with management, only to see influence and technicalities prevail to our disadvantage."

IAM Vice President John Peterpaul outlined the major shortcomings in Eastern's downsizing plan, calling it a scheme to liquidate all the carrier's assets. He also criticized the delay in the court-ordered investigation of Eastern's pre-bankruptcy financial transactions and charged that bankruptcy judge Burton R. Lifland "has consistently seen fit to ignore the interests of all parties except those of Frank Lorenzo."

Also testifying in support of the unions' position was former Defense Sec. Frank Carlucci and Chicago businessman Joseph Ritchie who called the union workers an "abused and underutilized resource" that could play a tremendous role in revitalizing the airline under a new management. The Ritchie offer would operate about 196 aircraft, meet all creditor claims and provide for worker participation. Lorenzo had rejected Ritchie's offer, but the congressional panel expressed interest in reviewing it.

UAW adds organizers, lays out plan for future

Anaheim, Calif.

The Auto Workers convention charted out a course to carry it into the next century, accepting a report from its Commission on the Future of the UAW, and supporting resolutions to increase organizing efforts.

UAW President Owen Bieber, in his convention address, detailed the union's achievements in the 1980s, and warned that ''things won't get any easier. . . It is an age of greed. . . an age in which new structures, new patterns of exploitation and control have begun to take hold.'' He emphasized the need for workers to hold corporations accountable for their actions.

Bieber, responding to some members' concern, underscored the purpose of ''jointness'' programs, that include labor-management cooperation in workplace design and occupying corporate director seats.

''Our participation,'' he said, ''is motivated by only one consideration: the universal desire of workers to have a say over their jobs and to have a more satisfying and secure situation at work.'' He assured the 2,113 delegates that ''where the power of persuasion fails, we will use the persuasion of power without hesitation.''

The delegates approved a resolution on economic democracy and corporate accountability that calls for ''more worker input and expanded worker influence on business decisions at all levels,'' including representation on corporate boards.

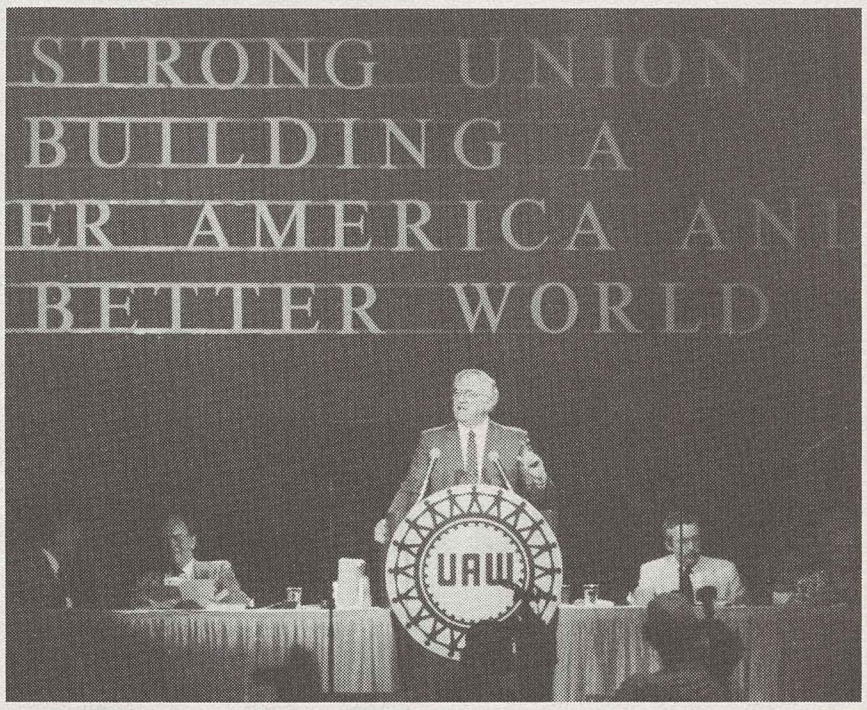
AFL-CIO Sec.-Treas. Thomas R. Donahue told delegates that legislation is needed to ''save our jobs from the avarice and the greed of businessmen whose only business is buying, gutting, selling and destroying our companies.''

He noted that an officer of Colgate-Palmolive was quoted as saying, ''The U.S. does not have an automatic call on our resources. There is no mind-set that puts this country first.''

Moses Mayekiso, president of the National Union of Metalworkers of South Africa, praised the UAW's efforts in campaigning for his freedom. Mayekiso was imprisoned by the apartheid government of South Africa six days after he had addressed the UAW's 1986 convention and was held 901 days in solitary confinement, as were four other union members.

New York Gov. Mario Cuomo told delegates that ''you can't eat a leveraged buyout. You can't drive a junk bond. And flipping burgers doesn't put a permanent roof over a worker's head. We need to keep our industrial base and strengthen it.''

The delegates approved a constitutional change to increase the money allocated for the Organization, Education & Communication Fund from 50 percent of the interest and dividends earned by the strike fund to 75 percent. New organizers will be added in every region.



UAW President Owen Bieber addresses the Anaheim convention.

Bieber, Sec.-Treas. Bill Casstevens and Vice Presidents Odessa Komer, Stephen Yokich, Ernest Lofton and Stan Marshall and Trustee Tony DeJesus were elected by acclamation to three-year terms. Vice Presidents Marc Stepp and Donald Ephlin retired. Fifteen regional directors were also elected. In the contested races, Bob Lent defeated Don Douglas in Region 1-1B, Charles Bowling won over Jerry Faulkner in Region 2A, and Roy Wyse beat incumbent Jerry Tucker for the Region 5 seat.

The Commission on the Future's 48-page report covered changes in jobs, communications, organizing, education, training, and political conditions.

No one enforces wage-hour laws, GAO study finds

Thousands of garment workers in New York City still struggle under sweatshop conditions—toiling in crowded workrooms with no ventilation, working long hours in unsafe shops and earning subminimum wages—while government agencies charged with enforcing those laws show little success.

That's the conclusion of the General Accounting Office based on a review of working conditions at apparel shops and restaurants throughout the city and interviews with government officials charged with enforcing wage, health and safety and child labor regulations. The report estimated that 50,000 garment workers alone—mostly Asian and Hispanic immigrants—work for firms committing serious labor law violations.

The report, ''Sweatshops in New York City: A Local Example of a Nationwide Problem,'' is the second of a series of GAO studies on sweatshops in America. As a result of the findings, Rep. Charles Schumer (D-N.Y.) proposed tougher civil and criminal penalties for individuals and firms violating the Fair Labor Standards Act--with strong sanctions against repeat violators—and more stringent enforcement of labor laws.

The revealing analysis of FLSA enforcement came on the heels of President Bush's veto of legislation to raise the minimum wage, a major provision of FLSA. The nation's lowest paid workers have not received a pay raise in eight years. During the July 4 recess, both the House and Senate were studying new amendments to FLSA to increase the minimum wage.

The GAO report reinforced State Labor Dept. estimates that about 4,500 of the city's 7,000 garment firms pay subminimum wages, operate under unsafe and unhealthy working conditions, maintain faulty records, ignore child labor and industrial homework restrictions and routinely violate federal, state and local labor laws.

Ladies' Garment Workers President Jay Mazur said the GAO report documented what the union had been fighting against for more than a decade—the return of the sweatshop.

''The GAO has found that sweatshop conditions are rampant in New York City, that enforcement of the law by the federal government is totally inadequate and that unscrupulous employers in the garment industry know they can get away with regular and repeated violations of minimum wage, maximum hours, child labor and health and safety laws,'' he stressed.

The basic legal rights of a minimum wage and decent working conditions—won in the 1930s—are routinely denied to thousands of workers, he noted.''Tens of thousands of workers—many of whom are part of a new generation of immigrants from Latin America, the Caribbean Basin and Asia—are forced to work under harsh conditions that most New Yorkers may have believed were an unfortunate part of our history,'' he said.

And that exploitation does not end at the factory door, Mazur added, ''but extends into thousands of homes where mothers of young children labor over their sewing machines through the night for as little as a dollar an hour in order to meet the bosses' production demands.''

In one garment shop, GAO investigators found eight Hispanic employees working ''under extremely warm conditions in dilapidated wooden chairs without padding. A large window at the end of the workbench had a garment scrap covering it, providing partial shade but no ventilation.''

The GAO account also pointed out that between 1984-1988, less than 10 percent of the city's apparel and restaurant firms were inspected.

But adding more inspectors and compliance officers will not solve the problem, the report said, repeating its August 1988 recommendations for increased monetary penalties and improved coordination among enforcement agencies.

AFL-CIO NEWS

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LEGISLATION

Hatch Act misinformation floods Senate

Belief that all Americans should be able to participate in our democratic system would be expressed by virtually everyone—unless you're talking to senators about Hatch Act reform.

Hatch Act reform is awaiting Senate action and is being affected by a barrage of misinformation by the National Right to Work Committee. The House passed the measure Apr. 17 with a 297-90 majority. The two bills—S. 135 and H.R. 20—liberalized Hatch Act restrictions while strengthening protections against political coercion by government workers and officials.

S. 135 contains an absolute ban on all politicking in the workplace and toughens penalties for misuse of official authority or information. In addition, employees are prohibited from soliciting or receiving contributions from people who have or are seeking a contract with the employee's agency, or could be affected by the function of the agency. Administrative and criminal penalties for violations are provided.

Ironically, the 1939 Hatch Act was originally enacted to protect workers from political coercion. Instead, it has worked to deprive more than 3 million citizens of the fundamental First Amendment constitutional rights of free speech and free association which are enjoyed by all other Americans.

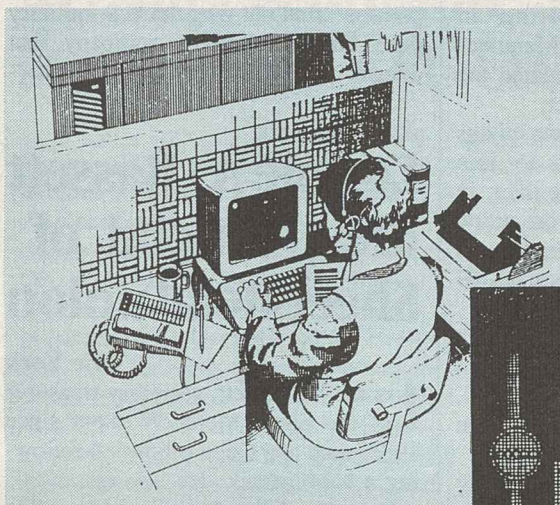
Among other restrictions, federal and postal employees are currently barred from endorsing political candidates, making a speech at a local party meeting or caucus, publishing letters or articles in support of candidates, being a delegate to a political convention, running as a candidate for political office, collecting contributions or selling tickets to political fund-raiding functions, distributing compaign material in partisan elections, or organizing or managing political rallies or meetings.

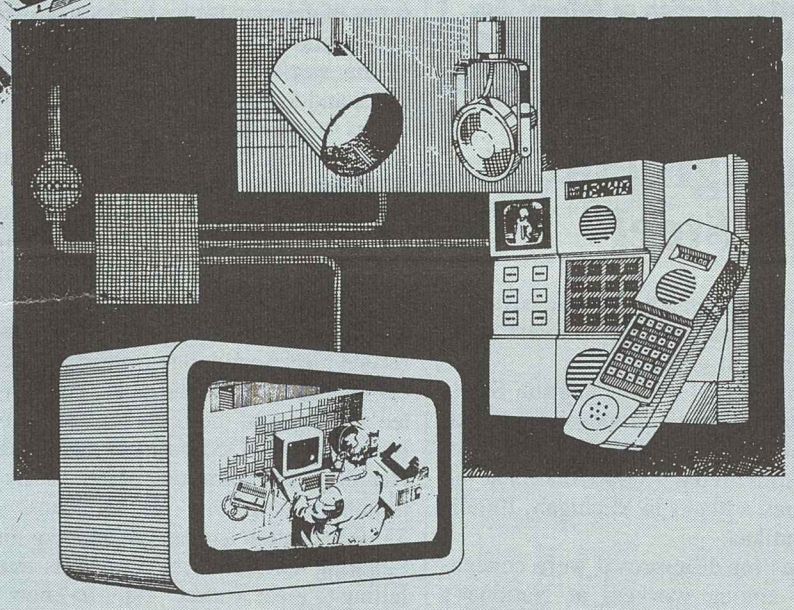
If enacted, S. 135 would lift most of these byzantine Hatch Act restrictions, and would clarify the many ambiguities in current law.

The bill would allow government employees to work for a candidate, participate in voter registration drives and political rallies, be elected as convention delegates—in other words, be as much a part of our political process as all other Americans are.

This is certainly no threat to the political system. Political participation in the American democratic system is a right and a duty that all citizens deserve to have—even right-to-workers.

Employee monitoring by electronic device poses grave question





Computers pace their users and send subliminal messages urging them to work faster; hidden cameras follow workers' movements as they eat during break-time; microphones are secretly installed in bathrooms.

This is not a scenario in a science-fiction gulag—these are just some of the methods employers use in monitoring millions of American workers every day.

Employers use advances in electronic technology to engage in worker surveillance, raising serious questions about basic rights to privacy, due process and dignity.

The congressional office of Technology Assessment reports that 6 million workers are currently subjected to telephone ''bugging,'' a practice that will continue to grow with the burgeoning service sector.

And according to the Dept. of Labor, two-thirds of workers who operate video display terminals are subjected to some form of surveillance.

Although collective bargaining provides the best and most immediate means of preventing oppressive uses of electronic surveillance, the AFL-CIO is also supporting legislation that would curb the abuses.

H.R. 2168, the Privacy for Consumers & Workers Act, was introduced by Rep. Bill Clay (D-Mo.). This bill would require that:

- Employers provide prior written notice of the kinds of monitoring used, what information is collected, how it is used and the extend to which performance evaluation and discipline rests on this data.
- Monitoring only be used to collect work-related information, with access to the data restricted. Also, consumers and workers must be notified when supervisors are listening in on their conversations.
- Workers must be permitted full access to their records.
- Monitoring cannot be the exclusive basis for performance evaluation or disciplinary action (i.e., a computer alone can't determine job performance).

This legislation would not prevent companies from monitoring for service quality. It would, however, ensure that such monitoring could not be done in secret.

Conference gets bill to clean up S&L industry

A final version of legislation to clean up the savings and loan mess will be worked out in a House-Senate conference.

On June 15, the House passed H.R. 1278, legislation which to varies somewhat from the Senate bill passed on April 12, and also varies from proposals by the Bush Administration.

In general, the AFL-CIO supports these effort, but wants House-Senate conferees to:

- Support the House provision requiring that owners have at least 3 percent of their own money ''at risk'' in the capitalization of the newly structured S&Ls,
- Oppose any effort to alter the continuation of the current treatment of pension deposits by the Federal Deposit Insurance Corporation (FDIC), whereby the money of pension plan participants is covered individually up to $100,000 (pass-through insurance protection),
- Support the House position that expenditures should not be hidden, and that funding for the bailout be reflected ''on-budget'' along with all other federal spending, and
- Support the mortgage disclosure and Gonzales housing provisions which were included in the House bill, but not in the Senate version.

Silicon Valley not so safe for workers, CWA tells House

The Occupational Safety & Health Administration should focus more attention on the hazards facing employees in the semiconductor industry, a sector often touted for its ''cleanliness,'' but which in reality exposes thousands of workers to ''life-altering'' cancer-causing chemicals, the Communications Workers said.

CWA Executive Vice President Barbara J. Easterling told the House Subcommittee on Health & Safety that the ''carnage in the semiconductor workplace is not scored in spilled blood of wage earners or visible damage to their bodies. Instead, it is imposed on the invisible world of workers' chromosomes and tissues through the ingestion of hazardous substances.''

Easterling urged that OSHA hire enforcement officers to examine the problems in the semiconductor industry and that more money be allocated to provide ''careful scrutiny of the industry.'' She called for an Environmental Protection Agency investigation of the industry's storage and disposal of hazardous substances.

Further, the National Institute for Occupational Safety & Health should oversee a study being conducted by the Semiconductor Industry Association, she said, citing concern about whether the industry-sponsored study would look closely enough at small companies ''where workers are less likely to be afforded safe and healthful worksites.''

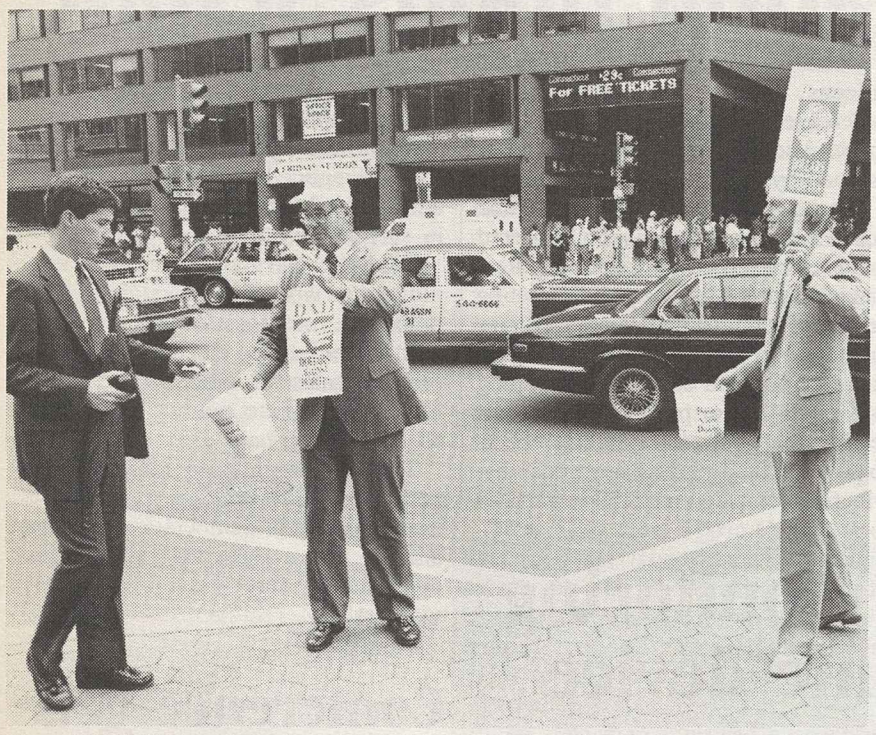
She said that concern about safety in the industry arose after a 1986 study found twice the normal miscarriage rate among female workers in two production sectors, and statistically notable levels of headaches, nausea and skin rashes among all employees observed. In 1987, the industry began its own three-year study.

Rather than change hazardous production methods or substitute safer chemicals, many firms have ''revealed a callous mindset'' by moving workers in and out of the production process, Easterling said. Removal of female workers from certain jobs short-circuits the careers of female workers and fails to take into consideration the reproductive damage that may be occurring in male workers, she pointed out.

Easterling suggested employers provide better ventilation, safer chemicals, isolation of toxic materials, worker training, industrial hygiene monitoring, medical surveillance, greater use of protective equipment and revision of production processes.

UNION NEWS

Dad's Day . . .



Sheet Metal Workers President Edward J. Carlough, right, and AFL-CIO Building & Construction Trades Dept. Sec.-Treas. Joseph F. Maloney joined thousands of other union members in the annual Dollars Against Diabetes collection on Fathers' Day. More than $1 million was collected for the University of Miami's Diabetes Research Institute.

Regional NLRB cites illegal discharges in ACTWU drive

The National Labor Relations Board's Region 10 has issued a complaint charging S. Lichtenberg & Co. with illegally firing 61 workers for union activity at the company's Georgia curtain and drapery manufacturing operations.

The NLRB action comes two months after an administrative law judge held hearings on charges brought by the Clothing & Textile Workers that the company committed 80 violations of employees' rights to organize a union by laying off and harassing ACTWU supporters.

The Region 10 complaint charges that firings by Lichtenberg's two subsidiaries—Samsons Manufacturing in Waynesboro, Ga., and Delila Manufacturing in Louisville, Ga.—violated the National Labor Relations Act.

The 650 workers at the two plants voted by a 413-185 margin to join ACTWU in April 1988. Since then, in addition to cracking down on union members, the company has employed a series of delaying tactics to block NLRB certification of the election results.

The workers, who are 90 percent black and female, want improvement in wages that are below the poverty level, adequate medical insurance and creation of a pension plan.

While the company continues to drag its feet, the ACTWU members have been busy focusing attention on some of the worst conditions at the plant.

Disturbed by an outbreak of job-related rashes and inflammations, workers formed a health and safety committee and brought the problem to the attention of the Occupational Safety & Health Administration. After a six-month investigation, OSHA issued a $33,000 citation against Lichtenberg for violating formaldehyde standards and failing to meet worker "right-to-know" statutes.

At the instigation of workers and ACTWU, the Equal Employment Opportunity Commission is currently investigating more than 30 charges of discrimination in hiring, firing and promotion on the basis of race, sex and age.

Meanwhile, the workers are employing a variety of other tactics to give higher public visibility to their plight.

When the annual meeting of K-Mart Corp. was held recently in Detroit, one of the fired employees told shareholders of the economic "slavery" existing at Lichtenberg, a supplier to K-Mart. She asked K-Mart officials to urge the curtain and drapery manufacturer to recognize the union and relieve conditions at the Georgia plants.

The workers have also been handbilling military post exchanges across the country, where Lichtenberg's curtains and draperies are sold. In a plea for justice, the workers are asking that PX patrons "find out why the U.S. military does business with a company that doesn't respect its employees' rights."

USWA gets four-year agreement for 12,000 at Inland Steel

Pittsburgh

The Steelworkers reached tentative agreement with Inland Steel Industries Inc. on a four-year contract providing lump-sum payments to restore wage cuts taken in 1986 plus pay increases in 1991 and 1992.

The accord covers 12,000 USWA members at the nation's fourth-largest steel producer and generally follows the terms of the pattern-setting contract bargained earlier in 1989 with Bethlehem Steel Corp.

The Bethlehem agreement also provided a profit-sharing plan until workers are compensated for past sacrifices, a new profit-sharing program, increases in future pensions, periodic cash payments to surviving spouses, improved health care coverage for active and retired workers, and other benefit gains.

Meanwhile, by a 3-2 margin, Steelworkers rejected a proposed 50-month contract offer from National Steel Corp., involving 7,000 workers at the company's plants in Michigan, Illinois and Indiana.

Votes for disapproval were concentrated among workers at National's Granite City, Ill., and Great Lakes, Mich., facilities. Proposed changes in scheduling work at Granite City contributed to the rejection.

The union's current agreement with National expires July 31. Negotiators will return to the bargaining table to seek a new settlement.

Lonnie A. Bassett dies, official of Sheet Metal union

New York

Lonnie A. Bassett, secretary-treasurer of the Sheet Metal Workers since 1985, died at a Queens hospital following a heart attack. He was 62.

Bassett, of Mitchellville, Md., was returning from a meeting of the International Metalworkers' Federation of the International Confederation of Free Trade Unions in Denmark when he was stricken.

He joined the SMW in Birmingham, Ala., in 1951 and became president of the local in Baton Rouge, La., in 1956. The following year he also became president and organizing director of the Metal Trades Council of Baton Rouge. He came to Washington in 1961 as an international organizer and served as organizing director from 1970 to 1985.

Survivors include his wife Marie, two daughters and two sons. Funeral services were held June 27 at Beall-Evans Funeral Home in Bowie, Md., with interment at Lakemont Cemetery in Davidsonville, Md.

Guild organizing pilot funded, made permanent

Albany, N.Y.

A year-old, specially funded organizing push by the Newspaper Guild was made part of the union's standard operating procedures and given an extra financial boost by the union's convention.

Inspired by the success of the initial effort—bargaining rights won at eight daily newspapers, two weeklies and three other establishments, with more in progress—delegates voted to place the special organizing program under the union's regular operating budget, and to give it an extra boost by extending the special funding authorization for an additional six months.

At the same time, delegates renewed calls by earlier conventions for major reforms in U.S. labor law to make it again an effective guarantor of the right to organize and bargain collectively.

Delegates also called for greater political awareness by Guild members in light of the U.S. and Canadian elections last year, which "did . . . next to nothing to improve prospects for working men and women." The convention pointed to White House inaction in the Eastern Air Lines strike, the veto of the minimum wage increase and recent Supreme Court decisions on civil rights.

Guild President Charles Dale said in his convention-opening speech that the election of George Bush means that "our organizing will continue to be slowed by a National Labor Relations Board that, while perhaps less overtly ideological (compared to the NLRB of Reagan's first term), will still be tuned to management's channel."

Dale was re-elected to a second two-year term, as were Sec.-Treas. John C. Edgington and International Chairperson Peter E. McLaughlin. All six at-large vice presidents were returned to office, as were four of those from geographic regions who ran unopposed. Referendum elections in September will decide contests for three other regional posts—in the South, East, and Western Canada.

Other convention actions included:

- Support for legislation to halt the increasing abuses by large chain publishers of the antitrust exemptions available to joint publishing operations under the Newspaper Preservation Act of 1967.
- A renewed call for legislative curbs on the increasing domination of the news industry by chains.
- A recommendation for continued investigation of employee ownership as an alternative to the "corporate terrorism that often arises from the sale of newspaper companies, as well as a tool to fight the growth of monopoly ownership."
- Condemnation of United Press International management for firing reporter Gregory Gordon for refusing to submit to the company for prepublication approval the manuscript of a book he and a former UPI executive are writing about the news service.
- A call for the Canadian government to drop charges against television reporter Doug Small for having reported news of the government's budget the evening before it was officially released.
- Endorsement of full U.S. sanctions against South Africa, whose government in June 1989 renewed regulations "that have transformed the government into a police state."
- A call for Congress to give speedy approval to a bill by Rep. William L. Clay (D-Mo.) that would "give an 'electronic bill of rights' to employees whose computer and telephone performance is monitored by their employers" so that the actions would be subject to "standards of fairness and openness."

UAW, Chrysler will build Alabama child care center

Huntsville, Ala.

The Auto Workers and Chrysler Motors Corp. will begin construction this year on the auto industry's first joint labor-management child care center to be operated on-site here.

Scheduled to open in 1991, the facility will serve UAW and salaried employees at the company's Electronics Division plant. If space permits, the center will also care for children whose parents work for nearby supplier companies.

The UAW-Chrysler National Training Center will operate the program through a contract with a professional child care provider.

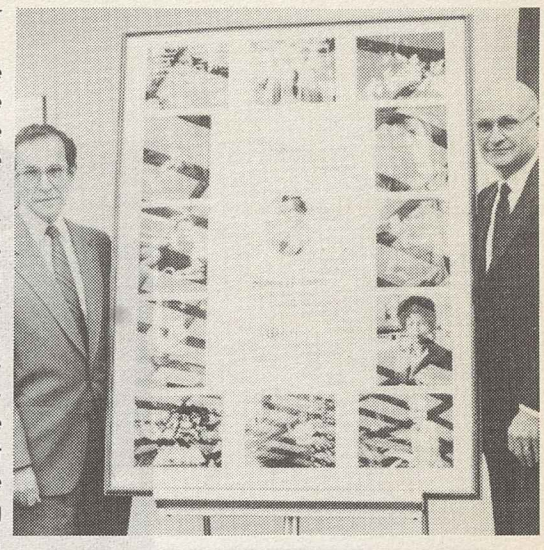
The center's initial capacity will be between 100 and 200 children for each shift, and will be open from 5 a.m. to 1 a.m., Monday through Friday. The cost to employees has not yet been determined. The center will care for children between the ages of 6 weeks and 5 years.

The plant employs 3,400 workers producing automotive electronic systems and components, including radios and sound systems, fuel injection control systems and electromechanical gauges.

Huntsville was chosen for the pilot project because a joint union-management study showed that the workforce is predominantly young, workers come from a large geographic area surrounding the plant, and current child care facilities in the Huntsville region are not adequate to meet need.

Earlier this year, the UAW-Chrysler National Training Center began child care resource and referral programs for auto workers at the Chrysler assembly plant in Sterling Heights, Mich., and the Dodge truck assembly plant in Warren, Mich.

Anniversary



A plaque marking the 75th anniversary of the Clothing Workers and the 50th anniversary of the Textile Workers is unveiled at Clothing & Textile Workers headquarters in New York by ACTWU President Jack Sheinkman, right, and Sec.-Treas. Arthur R. Loevy. It commemorates Sidney Hillman, first president of the Clothing Workers and first chairman of the Textile Workers Organizing Committee.

Plate Printers elect Bradley president

Neil Bradley was elected president of the Plate Printers by delegates to the union's convention meeting in Washington. He succeeded Cornelius Healy who chose not to run for a fifth two-year term. Bradley works at the Treasury Dept.'s Bureau of Engraving & Printing.

The 13 delegates elected Healy to the second vice president post and Glen Bow as first vice president. Sec.-Treas. James L. Kopernick was returned to office.

Delegates also voted to increase the unions per capita from $3.50 to $5 per quarter and raised the defense fund contribution from $2.65 to $4 per quarter.

Following up on a 1987 convention resolution, delegates elected William Brabitz as the union's safety officer and discussed health and safety concerns facing members who print U.S. currency, American and Canadian bank notes and other secured documents. Those concerns include the need for improvements in sanitary conditions and exposure to hazardous chemicals—especially for women engravers.

Delegates also discussed the contracting out of postage stamp printing by the U.S. Postal Service, double breasting operations by U.S. Bank Note and government plans to build a new plant for printing currency.

Arizona economic development stressed to AFL-CIO delegates

Flagstaff, Ariz.

Economic development and moving labor forward under the banner of "Arizona says Union Yes" was the charge of delegates to the Arizona AFL-CIO's annual convention in May.

Guest speaker Robert Friedman, president of the Corporation for Enterprise Development, spoke about how to strengthen unions in the state despite a right-to-work law. He urged delegates to work at changing the attitudes of economic development committees who may overlook the positives of doing business in Arizona.

Chuck Huggins was elected to a second term as executive secretary-treasurer and James B. Whitten, a Machinist from Tucson, was elected to replace Donald Shelton as President. Shelton, out of the Steelworkers, did not seek re-election after serving one term. The terms of state officers and executive board members were changed from two years to three years.

Workshop topics ranged from description of services available from state and central bodies and support groups to modernizing offices.

Resolutions passed at the convention included launching of a campaign to establish a legal holiday honoring Dr. Martin Luther King Jr., repeal of the state's right-to-work law, and support for raising the federal minimum wage and passing a national child care law.

Poultry inspectors reveal consumer risk

Supported by information from a Government Employees' poultry inspector, two consumer groups charged that the U.S. Dept. of Agriculture is covering up serious flaws in food inspection techniques now being tested for the meat and poultry industry.

Rod Leonard, director of the Community Nutrition Institute, and Thomas Devine, legal director of the Government Accountability Project, said the federal government's so-called "streamlined inspection system" (SIS) uses "flawed" data. The groups also charged that the USDA systematically "suppressed and ignored" information indicating that the speeded up production lines would result in serious health threats to the public.

At a press conference in Washington, Leonard and Devine said that the USDA has let inspection methods slip to the point where the "American people have at least one chance in two of being exposed to salmonella poisoning every time they eat chicken."

David Carney, a federal poultry inspector and vice chairman of AFGE's nationwide council representing inspectors, brought three severely contaminated chickens that had been slaughtered and received at the plant where he works. USDA's pilot programs on poultry inspection are not working, Carney said.

Under inspection procedures devised by USDA in 1983, some poultry slaughter operations can now move carcasses at the rate of 62 birds a minute, with only one federal inspector overseeing the line for wholesomeness and disease.

The streamlined process, which the groups charge was set up to increase industry profitability at the expense of consumer safety, replaces federal inspectors with company "quality control" personnel. The USDA is testing another pilot project that uses one inspector to check poultry going by at a line speed of more than 100 chickens per minute.

A coalition, that includes AFGE and the Food & Commercial Workers along with GAP and CNI, has been working to publicize the resulting health threats.

The coalition charges that mechanized equipment used to dismember poultry carcasses and reduced numbers of federal meat and poultry inspectors have resulted in significant increases in the presence of salmonella bacteria.

Carney reported a case where officials of the Food Safety Inspection Service ordered him to release a 4-ton batch of infected chickens he had condemned. The agency later backed off when Carney demanded the instruction in writing. Although Carney and other inspectors involved in the incident were threatened with insubordination charges, no disciplinary action was ever taken.

The USDA has not corrected problems of fecal contamination in poultry inspection, Carney said, problems that were identified in 1986 by the National Academy of Sciences which recommended actions that could be taken.

Over the past decade, he said, the FSIS has gone from a point where a contaminated chicken would be discarded, to where the contaminated portion could be trimmed away, later just washed in a decontamination solution, and now to the point where consumers are told by a hotline to wear gloves, wash all surfaces and utensils an uncooked chicken touches, and to scrub themselves afterward.

"Why should the consumer feel like they're decontaminating Three-Mile Island?" he asked.

AT&T is union, others are not, CWA reiterates

AT&T is the only unionized long distance carrier; GTE Sprint Corp. and MCI Corp. are nonunion companies, Communications Workers President Morton Bahr reminded trade unionists in a letter thanking them for their support during negotiations with AT&T.

Bahr praised the efforts of union members nationwide in support of the "electronic picketing" initiative, which called on union supporters to temporarily switch from AT&T to Sprint for long distance telephone service in the case of a strike by the Electrical Workers and CWA members at AT&T.

Bahr said that while both Sprint and MCI are nonunion companies, CWA selected Sprint for the electronic picketline effort over the vehemently anti-union MCI. Sprint, owned by the unionized United Telecommunications, "was the lesser of the evils," he wrote.

Bargaining down to the wire, union members won a three-year agreement that provides innovative family care benefits, wage and pensions increases and an expanded profit-sharing plan.

Flint Glass union picks Bankowski

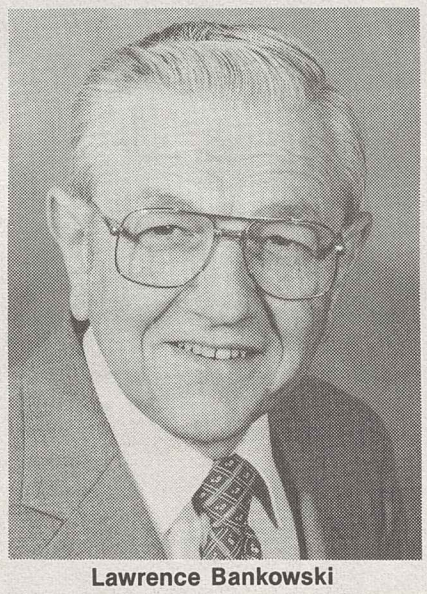
Las Vegas, Nev.

Delegates to the Flint Glass Workers convention elected Lawrence Bankowski president by acclamation and voted retiring President George M. Parker as president emeritus.

Bankowski had served as assistant secretary since 1975 and was elected an international representative in 1973. Parker, who headed the union for 28 years, was elected to the presidency in 1961 after serving as vice president for nine years.

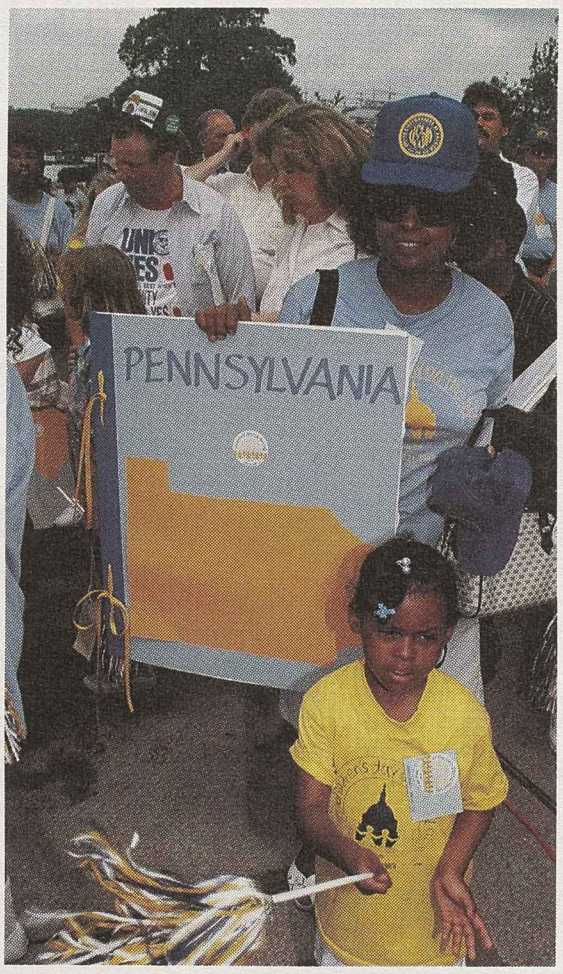
The 300 delegates voted to increase weekly strike benefits by $10 to $55 a week. They also and prepared for contract negotiations to begin this fall with major employers including Libbey Glass Inc., Anchor Hocking, Pittsburgh Corning Corp., GTE Products, Corning Inc. and others.

Delegates returned Ivan T. Uncapher to office as secretary-treasurer. Also elected were Richard G. Morgan, first vice president; Joseph Coccho, second vice president; Robert Rosser, third vice president, and L. Dale Lamb, assistant secretary.



Lawrence Bankowski

Kids visit, child care moves along



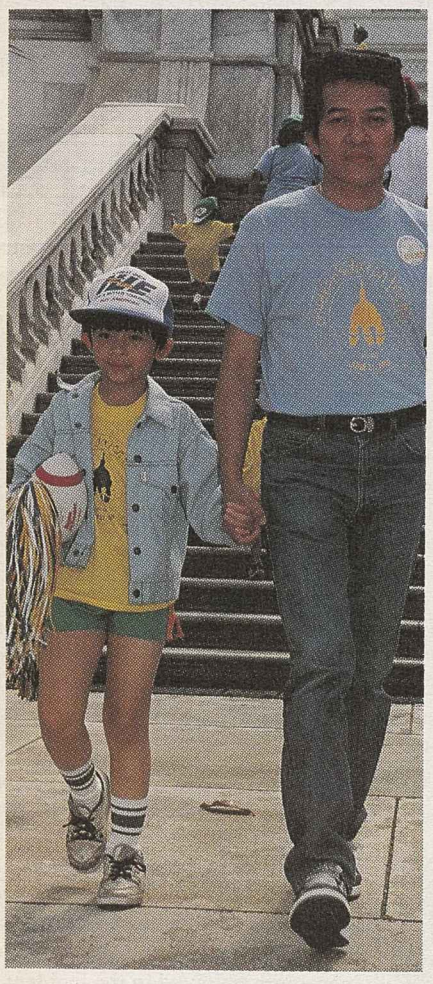
The children pictured on this page, more than 5,000 counting the parents they brought along, came to Capitol Hill on June 21 to lobby for child care.

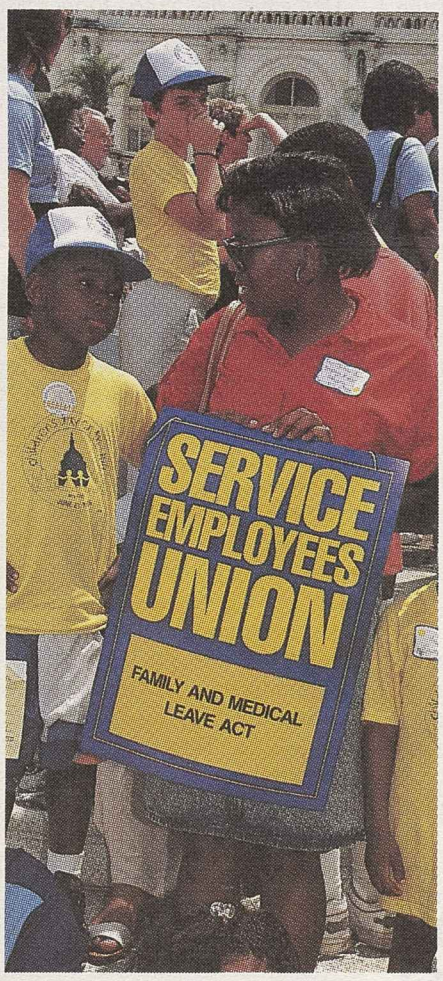
Two days later, the Senate passed the Act for Better Child Care and six days later the House Education & Labor Committee voted to approve the Infant & Toddler Child Care Act.

So the children got the job done.

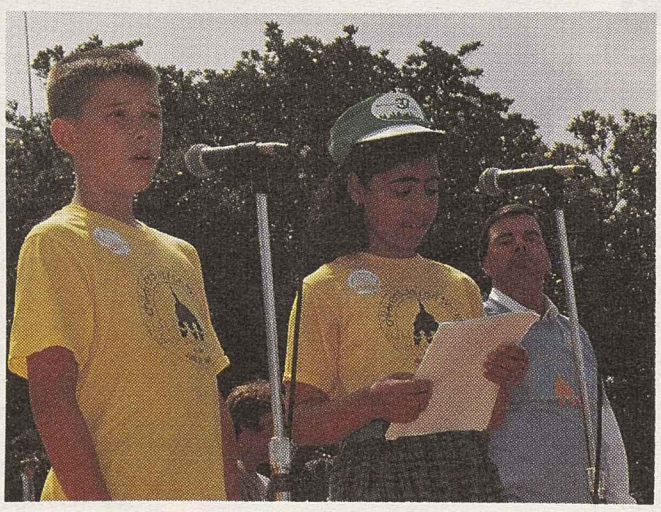
The House version, introduced by Rep. Gus Hawkins (D-Calif.) includes some of the best aspects of the ABC bill and is strongly supported by the AFL-CIO. Unfortunately, the Senate version was amended on the floor to allow the use of federal funds for religious instruction. The AFL-CIO opposes that provision.

So the AFL-CIO and other concerned parties will be working to craft a compromise acceptable to all those who have been supporting child care legislation. Teachers President Albert Shanker summed up the problem with the religious provision in the Senate bill: ''It would allow federal funds to support activities appropriate for children of only one religious persuasion.''

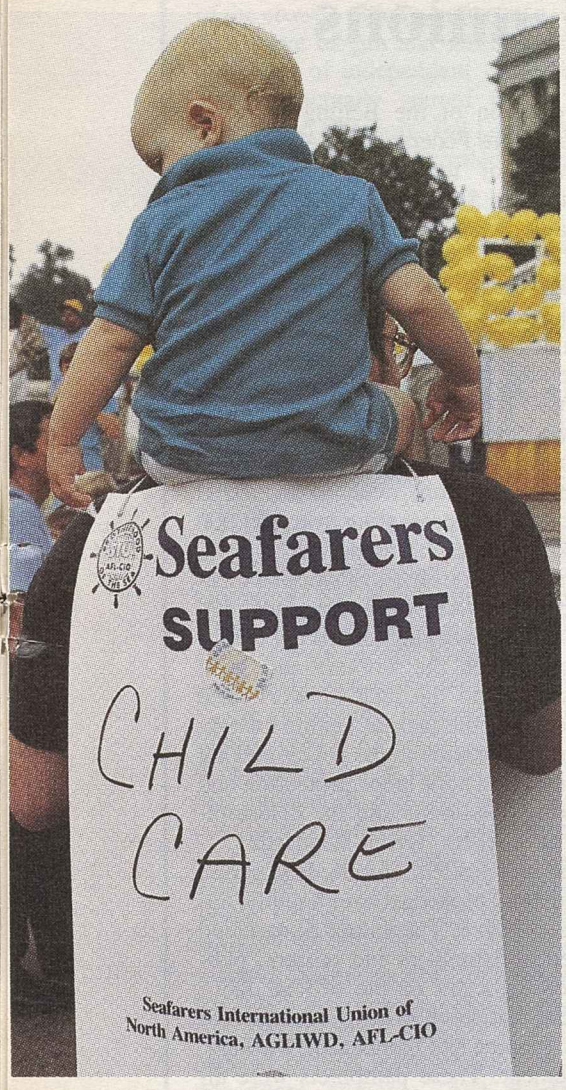




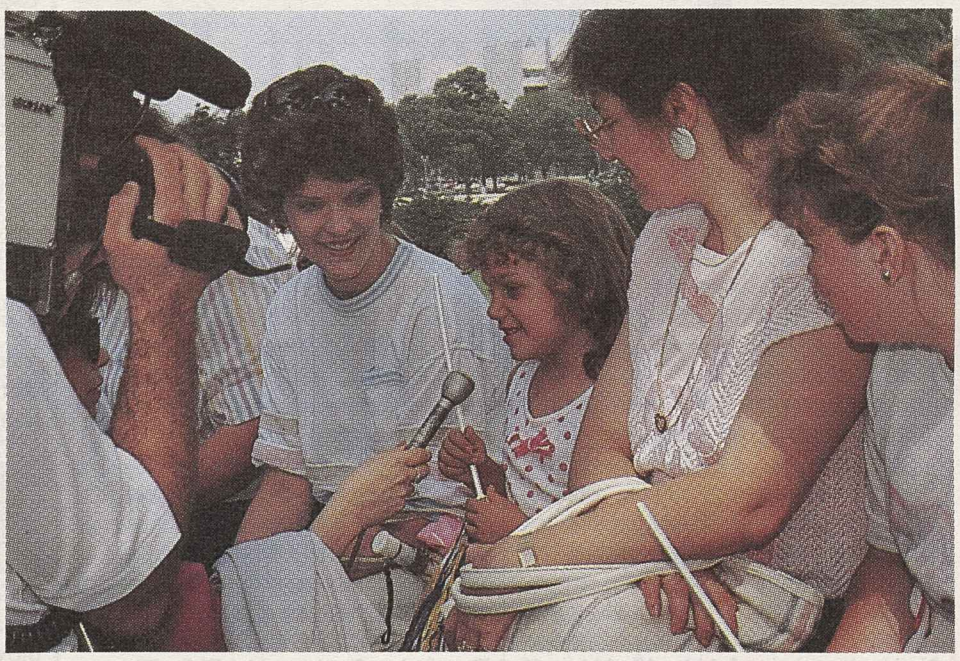


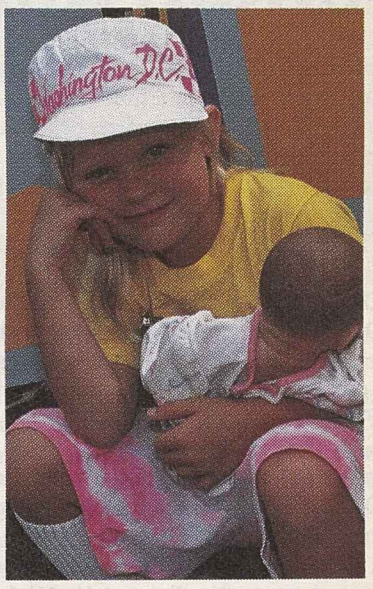


Emcees Tunya Butterfield of New York and Danny Forbes of Washington kept the rally moving and the crowd enthused.

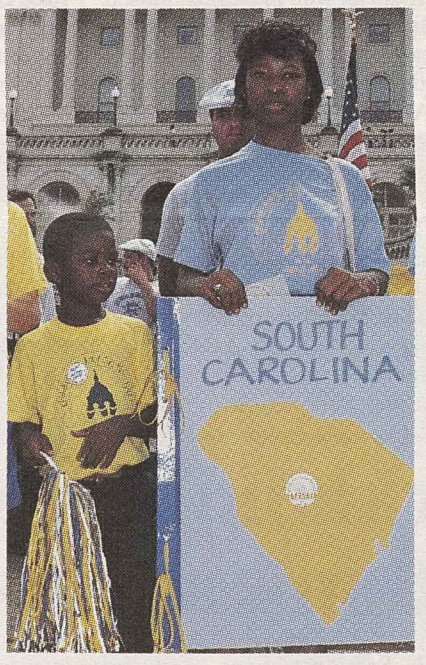

Seafarers
SUPPORT
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Seafarers International Union of
North America, AGLIWD, AFL-CIO

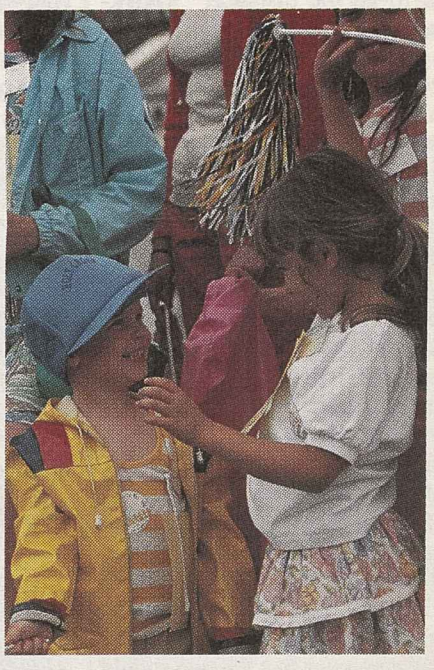




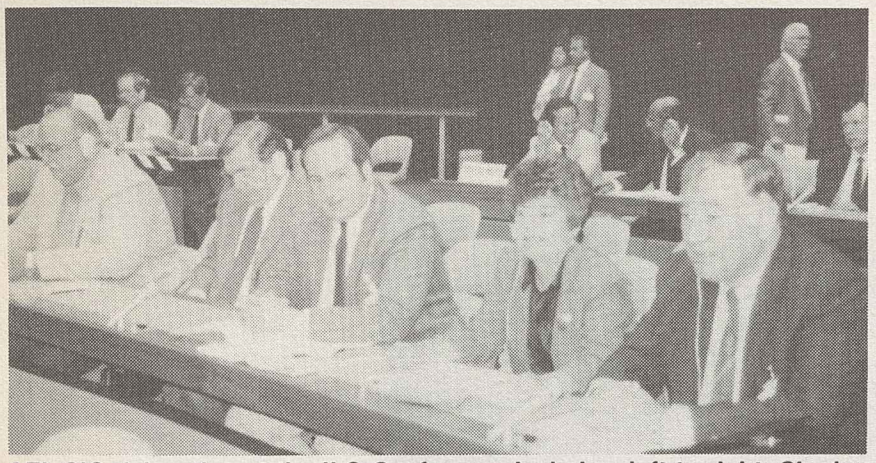



COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
CWA
LOCAL 2101
BALTIMORE, MARYLAND
"THE COMMUNITY MINDED UNION"


SOUTH
CAROLINA







AFL-CIO delegation at the ILO Conference includes, left to right, Charles Gray, Lane Kirkland, Jim Baker, Lenore Miller and Jim Murry.

Solidarnosc represented at ILO

The brutal suppression of an emerging free trade union in China drew the attention of the annual conference of the International Labor Organization, which had the first-ever involvement of workers from Solidarnosc in Poland.

The International Confederation of Free Trade Unions, of which the AFL-CIO is part, filed a complaint with the ILO on the murders in China along with a detailed account of the worker role in the democratic uprising. **(Excerpts of ICFTU report, right.)**

AFL-CIO President Lane Kirkland, who led the American delegation to the ILO conference, said in a statement on China that ''this will be a long struggle, and the United States must be prepared to go the distance.'' **(Kirkland text, below.)**

''The AFL-CIO supports President Bush's recent call to block international loans to China but the United States must now go further,'' Kirkland said. ''A recall of the American ambassador is in order. Chinese attempts to gain membership in the GATT should be rejected. China's eligibility under OPIC should be withdrawn. Science and technology sales should be suspended. China should lose its most-favored-nation trading status.''

Similarly, U.S. Worker Delegate Jim Baker, the AFL-CIO European representative, noted that China had received $33 billion in credits and private foreign investments in the past 10 years — $10 billion in 1988 alone. ''This demonstrates the foolishness of the notion that democracy can be achieved through capitalism and serves as a useful reminder that the two should not be confused,'' Baker told a plenary session of the ILO Conference.

Baker said it would be irresponsible for the ILO to ignore the social effects of debt, noting that ''growth, productive investment, employment creation, social protection, freedom of association and democracy are all linked.''

While Solidarnosc is ''an inspiration to us all and has restored in Poland a positive meaning to the term trade union,'' Baker said, ''Poland must not become yesterday's headlines: the world must stand ready to help overcome the economic crisis in that still troubled country.''

Solidarnosc delegates worked on ILO committees but did not occupy the Worker Delegate slots in the ILO's tripartite structure of labor, government and employer delegates.

In committee work, the AFL-CIO delegation joined in a challenge to Chile on its failure to consult that nation's most representative worker organizations on its representation to the ILO — noting bitterly that ''the major confederation, the CUT (Central Unica de Trabajadores), could not be properly consulted, since two top leaders are both sentenced to internal exile.

The committee did not reject the Chileans' credentials, but did urge the government of Chile to fully consult with all organizations prior to the 1990 ILO Conference.

Similarly, the Americans joined in complaints before the committee on the application of ILO Conventions against the Central African Republic, Colombia and Equador on freedom of association; Romania and Turkey on discrimination in employment and the Dominican Republic for forced labor.

Montana State AFL-CIO Executive Sec.-Treas. Jim Murry told the committee on indigenous and tribal populations that changes made in Convention 107 meant ''an improvement in the expansion of human rights for the indigenous peoples of the world.'' But Murry, a Native American who identified himself as an indigenous person, called on the ILO to intensify its efforts in the future.

''Apartheid is alive,'' Byron Charlton of the AFL-CIO African American Labor Center (AALC) told the Committee on Apartheid. ''Almost three years ago, we applauded the passage of the U.S. comprehensive anti-apartheid act, but today the sweetness of that victory has turned sour.''

The ILO Conference created a special monitoring committee to examine actions against South Africa for violations of human and trade union rights.

Lenore Miller, president of the Retail, Wholesale & Department Store Union, joined a worker effort on the committee on night work to expand the ILO Convention protecting women to all workers.

Mike Wright, health and safety director of the Steelworkers, said the report of the ILO's first-ever committee on chemicals represented ''one small step toward the goal'' of safe plants.

Priorities of the Committee on Resolutions were the environment, the foreign debt and the social objectives of the ILO, with the committee failing to submit a single resolution, according to committee member Charles Gray, executive director of the Asian-American Free Labor Institute (AAFLI). The annual anti-Israel resolution on ''Arab workers' and employers' rights'' was blocked in the process.

Other U.S. trade unionists serving on the AFL-CIO delegation were President John T. Joyce and Joel Freedman of the Bricklayers; Tom Kahn and Paul Somogyi of the AFL-CIO International Affairs Dept.; William C. Doherty and Jesse Friedman of the American Institute for Free Labor Development; Patrick O'Farrell and Patricia Topping of AALC; and Ken Hutchison of AAFLI.

Chinese workers pour out in hope of free unions

The following is excerpted from an ICFTU report on China and the workers' role in the uprising at Tiananmen Square. ICFTU said the multiple sources from whom the report was compiled would of course not be named.

Grassroot workers' support for the students' demands in favor of more democracy and less corruption was overwhelming. The first public sign of the creation of the Beijing Workers Autonomous Federation (WAF) was the erection of tented headquarters in Tiananmen Square around May 15-17 initially manned by up to 100 workers.

Workers were in the forefront of a demonstration on May 17 in Geijing, supporting the hunger-striking students, on a day when similar demonstrations were also reported from twenty other Chinese cities.

Two days later on May 19, workers announced the setting up of WAF, with membership from over 40 industrial sectors, and representing over 100,000 workers in Beijing alone.

The main grievances of workers mentioned by WAF were the wide discrepancy in working and living conditions between the workers and plant managers and the lack of workplace democracy; the lack of genuine workers' representation in the policy-making process, and poor labor protection and working conditions and the deterioration of workers' living standards.

The independent union's first public statements, broadcast over a public address system in Tiananmen Square and issued in pamphlets and posters, publicized criticism of the official labor policies and union structures, and called for a genuine and democratic workers' movement. These pamphlets were always in short supply. When the WAF managed to issue printed material, crowds rushed up to seize any available copies.

On May 28, the WAF issued its ''statutes,'' stating that the organization should be autonomous, independent, democratic, and that it should serve the principles of representing and defending workers' interests. They envisaged an organization of distinct decision-making bodies, including a general meeting, a standing committee and an executive committee. The WAF statutes also contained the text of a pledge, which members were called upon to observe:

''I voluntarily will follow and observe the constitution and the law of the state, will observe the regulations of this organization, will carry out persistently the work for the interest of the working class.''

The WAF was seeking ways to legalize its organization within the constitutional order of the Peoples' Republic of China (PRC). In particular, it did not at the time express the demand for the restoration of the right to strike, which had been abrogated under amendments to the PRC's Constitution in 1982.

Further, the WAF publicly stated that it did not want to oppose the rule of the Communist Party of China (CPC). According to sources on the spot, the priorities of the WAF were to build up a network of grass-root workers, consolidate the organization internally, further propagate ideas on freedom of association and collective bargaining, and develop membership, resources, leadership capabilities and skills, as well as the Federation's infrastructures.

Sources say several hundred workers managed to sign up in the WAF—and received membership cards—before the massacre on Tiananmen Square began.

Many and probably most of the WAF's representatives were killed during the army's attack on the crowd present in Tiananmen Square during the night of June 3-4. The attack was launched from the northeastern part of the Square, where the WAF's headquarters were located. These sources report that, when it became evident that a confrontation was about to be

Kirkland urges strong actions against China

AFL-CIO President Lane Kirkland made the following comment on events in China:

The bloodshed in the People's Republic of China continues. In a brutal display of totalitarian ''justice'' not seen in that country since the days of the Cultural Revolution, the Chinese authorities have begun executing pro-democracy demonstrators.

That the regime should choose workers as its first victims of terror is not surprising. The communist ruling class, which claims to govern in the name of the workers, fears them most of all. We have seen the self-appointed workers' state turn against workers too often to think this an aberration. These acts of repression confirm the nature of communist dictatorship as essentially tyrannical and immoral.

Once again, the All China Federation of Labor stands with the dictatorship and against the people. No word of protest emanated from its leadership when Chinese workers went before the firing squad. It is a bankrupt and hollow organization, better suited for the oppression and manipulation of workers than for their liberation and protection.

The Chinese government has warned the United States against interfering in its internal affairs. But the violation of international human rights and workers rights covenants is not an internal affair. It is time for the American government to abandon its cautious approach and to actively interfere on behalf of those whose suffer under that regime.

President Bush said he would toughen the American position if violence escalated in China. It is time for him to do so.

At the very least, the United States must support the struggle of the Chinese people to gain for themselves greater freedom and liberty. This will be a long struggle, and the United States must be prepared to go the distance.

The AFL-CIO supports President Bush's recent call to block international loans to China, but the United States must now go further. A recall of the American Ambassador is in order. Chinese attempts to gain membership in the GATT negotiations should be rejected. China's eligibility under OPIC should be withdrawn. Science and technology sales should be suspended. China should lose its most-favored nation trading status.

The AFL-CIO endorses the Freedom of Association complaint lodged by the International Confederation of Free Trade Unions against the People's Republic of China at the International Labor Organization.

launched by the army, the WAF's representatives, marching under their trade union banners, moved to the front of the crowds which were nearest to the first wave of gun and artillery fire.

Arrests of independent trade union activists actually started before the Tiananmen massacre. Bai Dong Pring, an WAF leader, was arrested at the end of May.

Many prisoners were shown on television, bearing visible signs of strong beatings, and being forced to sign confessions at gunpoint.

China Central Television (CCTV) said on June 15 that ''twenty-six ruffians were publicly tried at Changchum in Jilin Province'' (Northeast) and had received ''adequate punishment'' for having blocked traffic and ''advocated a strike.''

On June 21, three workers from Shanghai were executed. The men—Xu Guoming, Xie Hanwu and Yan Xuerong—had been found guilty of setting alight a train, which had crashed into a peaceful demonstration in Shanghai.

The authorities' intentions as to the future of the WAF were clear: they had to be destroyed. On June 8, the authorities announced that the WAF was a counter-revolutionary organization.

On June 12, China's mass media called on the All-China Federation of Trade Unions (ACFTU) to mobilize workers to destroy the independent workers' federations all over the country. They also reported that 80 people had already been arrested in Beijing because of their involvement in the independent students' and workers' federations.

On June 14, three leaders of the Beijing WAF were declared to be on the ''wanted'' list, they were: Liu Qiang, aged 26, a worker from the capital's Factory N 3209, Han Tungfang, aged 26, a railway worker of Fengtai Locomotive Maintenance section and Ho Lili, aged 36, a lecturer the Workers' University of Beijing.

According to official media reports in mid-June, over 1,000 people had been arrested in Beijing alone since the army's bloody intervention in Tiananmen Square two weeks earlier. The authorities also alleged that 1,620 denunciation calls had been received from the public over telephone ''hotlines'' installed for this purpose, between June 3 and 11. On June 14, 32 people, including worker activists, were reported to have been arrested in Beijing as they were attempting to board trains bound out of the capital. By June 21, over 1,300 activists, including many workers, were reported detained.

Besides Beijing, workers' autonomous federations were also organized in Shanghai, Xian, Hangzou, Quangzhou, Canton and other cities. Furthermore, numerous WAF delegations were seen at Tiananmen Square rallies coming from Tianjin, Shankxi and Jiangsu, as well as some northeastern cities. This demonstrates that the Beijing WAF's demands were supported throughout China.

It is noteworthy that in May, during the massive popular movement for democracy, the official ''union'' ACFTU publicly expressed support for the democracy movement's demands. On May 26, the ACFTU issued a statement supporting the students' demonstrations and describing their demands as patriotic.

On June 2, however, shortly before the massacre on Tiananmen Square, the Beijing Daily published an ACFTU statement which branded the WAF as unlawful, and called on the authorities to eliminate the Federation altogether. ACFTU officials also appear to have been detained because of their support for the democracy movement by students and workers.



Human billboard

New York

A mile-long human billboard (above) was the innovative way thousands of New York unionists showed solidarity with the 14,000 members of Utility Workers Local 1-2 and 600 Electrical Workers Local 3 members bargaining with Consolidated Edison Co.

The billboard was formed on June 13 from the utility's headquarters to those of Metropolitan Life Insurance Co. and New York Life Insurance Co., firms that share directors with Con Ed and have extensive investments in Con Ed.

At one point along the way, attention was drawn to Eastern Air Lines and Pittston Coal, with representatives of the striking unions on hand (below).

''All of us have a lot of thanks to give to the thousands who lined the streets of Manhattan on 'Link Up & Be Proud' Day,'' said Local 1-2 Business Manager Eugene Briody. ''It impressed the hell out of the company. But the company brass didn't believe we meant it. Then on June 23, hundreds of you gave up your lunch hour to leaflet 48 branches of Chemical Bank and Seamen's Bank. After this happened, we began to see major movement at the bargaining table.''

Both unions gained tentative agreements within five days after the leafletting and members are currently voting on the new contracts.



Randolph session honors women

Black trade union women took the stage at the A. Philip Randolph Institute Conference in New Orleans, led by television comediennes Marla Gibbs of ''227'' TV fame and Clarice Taylor of ''The Cosby Show.'' The women were featured during a tribute dinner to black trade union women.

The tribute, a highlight of the four-day conference, spotlighted those leaders who have overcome both racial and sex discrimination to contribute to labor's progress. Both actors extolled the benefits of unionism and shared stories of the union's impact on their lives. Both women are members of the Screen Actors.

Also at the dinner, prominent black trade union women were introduced and certificates of achievement were awarded. Maida Springer Kemp of APRI was awarded the Rosina Tucker Award, presented by Frederick O'Neal, retired president of the Actors & Artistes.

The June 22-25 conference also noted the new A. Philip Randolph commemorative stamp issued to honor the institute's namesake.

The U.S. Postal Service this year chose Randolph as their 12th honoree in the black heritage series of commemorative stamps. It is still available at local post offices.

Randolph, who died in 1979 at the age of 90, was America's foremost black labor leader and one of its outstanding civil rights leaders as well.

The conference theme was ''Moving Randolph's Vision Forward in his 100th Birthday Year.''

In his keynote speech, APRI President Norm Hill said recent Supreme Court rulings on affirmative action ''turn back the clock.'' He pointed to political action as more important then ever, and called on delegates to ''focus on the state and local level as well as Congress to keep affirmative action programs in place.''

The more than 800 delegates were on hand when the A. Philip Randolph Pullman Car pulled into the New Orleans Amtrak station for a recognition ceremony. The pullman car was specially dedicated for the centenary of Randolph's birth by Amtrak and the Transportation Communications Union, which now includes the Brotherhood of Sleeping Car Porters, the union Randolph founded.

Other highlights of the conference included a plenary session on the role of the black church in the freedom struggle, workshops on organizing, lobbying, communications and other topics.

Data

Union advantage $2 an hour, BLS reveals

But biggest edge over nonunion earnings is in negotiated benefits

Union workers earned nearly $5 more an hour in wages and benefits in the first quarter of the year than nonunion employees, the Bureau of Labor Statistics reported.

The average pay-benefit package for all workers in private industry averaged $14.28 an hour in March, based on the BLS employer cost index. That's about 3.5 percent higher than a year ago.

But the advantage of union contracts pulled the total compensation rate up for members to $18.25 an hour, while nonunion employees were drawing $14.48, or $4.77 an hour less.

For straight wages, the union advantage amounted to more than $2 an hour—$12.11 versus $10.03 for nonunion pay. For a 40-hour week, that brings the average union worker's paycheck to $484, or more than $83 above the nonunion weekly pay of $401.

However, the biggest edge for union workers was in negotiated benefits, which were nearly double the amount collected by nonunion employees: $6.14 an hour, compared with $3.45.

Paid leave, including vacations, holidays and sickness, came to $1.33 an hour for union workers and only 94 cents an hour for nonunion workers. Insurance coverage under union contracts amounted to $1.52 an hour, compared with 72 cents for nonunion.

Premium pay, bonuses and shift differential amounted to 69 cents an hour for union workers, compared with 27 cents on the nonunion side. Employer contributions for pensions and savings plans totaled 76 cents an hour for union workers, more than double the 35 cents an hour going to nonunion workers.

Union blue-collar workers had a $7.74 advantage in total compensation over their nonunion counterparts—$19.44 an hour to $11.70. The union edge varied from about $1.50 an hour to more than $3 in all major industrial sectors.

For all workers, the costs of legally required benefits, including social security payments, averaged $1.27 an hour in March. That's about 4 percent above the $1.22 hourly payment reported a year earlier.

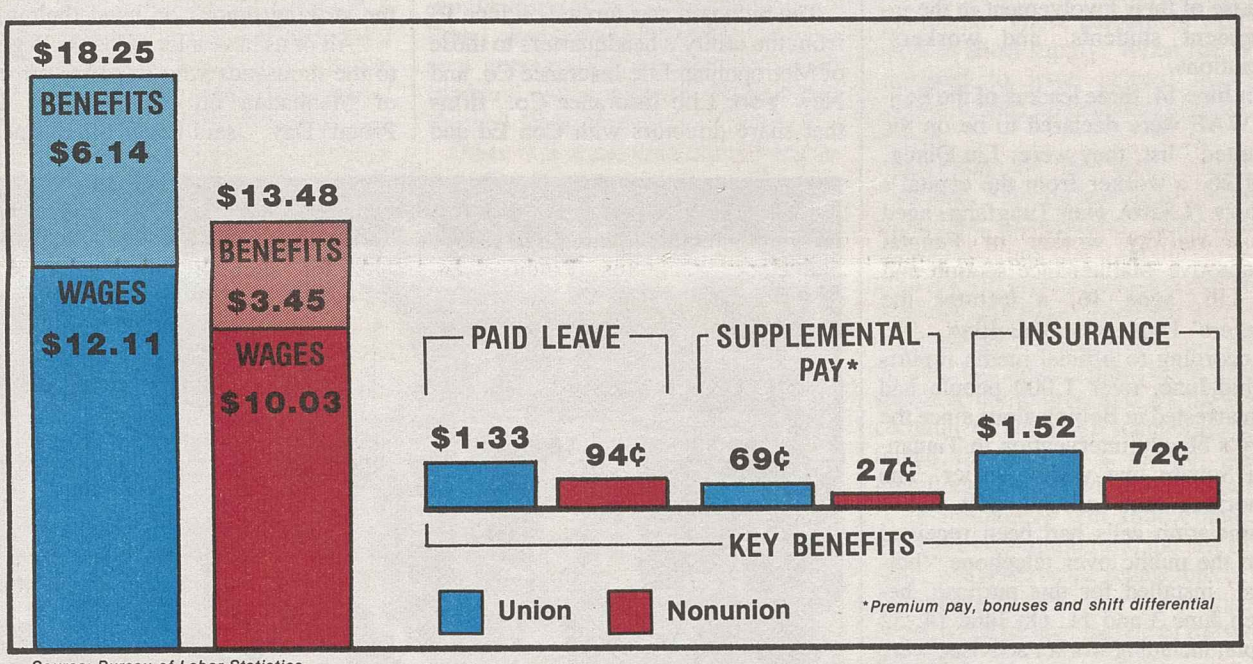
The mandated benefits accounted for about 9 percent of the total compensation and about one third of all benefit costs. They also include workers' compensation and employment insurance payments to federal and state government.

Employer contributions to social security funds averaged 84 cents per hour per hour worked in March, up from 81 cents a year ago.

Regional data showed wide variation in total compensation for all workers, ranging from $16.18 in the Northeast to $12.54 in the South. BLS noted that the proportion of paid benefits was similar in all four regions of the country—ranging from 26.3 percent in the South to 28.8 percent in the Midwest.

Hourly Pay and Benefits

Union vs. Nonunion



Source: Bureau of Labor Statistics

Leading economic indicators down 3 out of 4 months

Widespread weakness in the U.S. economy was confirmed by the government's index of leading indicators, which plummeted 1.2 percent in May—the third drop in four months.

Nine of the index's 11 components fell, including a shrinking workweek, dropping factory orders, rising unemployment claims and sagging consumer expectations. Only stock prices and building permits posted gains.

The 1.2 percent drop in the index was the sharpest since November 1988, a month after the stock market collapse. And Wall Street was stung by a broad selloff at the tailend of June, triggered by bleak economic reports and widening recession worries.

AFL-CIO chief economist Rudy Oswald noted that while analysts consider three consecutive months of decline in the index a recession warning, a recession does not always follow.

Oswald said a recession at this time would be much harder to overcome because the severe leveraging by many major corporations and the government's debt burden, along with its growing dependence on foreign funds to meet budgetary needs.

The index dropped in February and March before edging up six-tenths of 1 percent in April.

Some private economists said the Commerce Dept.'s May reading provides a clear signal of an economic downturn on the horizon, particularly because of continued flagging reports.

The Commerce Dept. subsequently reported that factory orders in May fell 2.5 percent, the steepest decline since July 1988 when they fell 3.6 percent.

Much of the May drop was in durable goods—so-called big-ticket items like automobiles designed to last three years or longer—which slipped 4.5 percent over the month to $123.6 billion.

One bright spot in the economy was a 2.7 percent rise in new home sales during May, running a seasonally adjusted annual rate of 613,000 units. But that is still well below the pace of 1987 and 1988, the report noted.

Training as apprentice boosts pay one-third

Workers who have participated in structured apprenticeship training programs earn one-third to one-half more in wages than those without formal on-the-job training, according to a study commissioned by the Operating Engineers.

The study showed that males who participated in structured apprenticeship programs average 33 percent—or $6,195 a year—more than workers who lacked formal on-the-job training. The gap was even wider for women who completed apprenticeship programs, as they earned 51 percent—or $3,866 a year—more than their counterparts without such training.

Male workers who received any type of on-the-job training averaged at least 20 percent more in earnings.

Reese Hammond, education director for the IUOE and head of its Learning by Doing network, said the study used information from the National Longitudinal Study of the high school class of 1972.

Data from five follow-up surveys of the 1972 high school graduates who did not pursue a four-year college program were analyzed along seven career training routes—apprenticeship, formal employer-sponsored on-the-job training, employer-provided classroom training, government-sponsored training programs, cooperative education, personally selected courses and the Armed Forces.

The 18-month study found too that union members earned more than nonunion workers. By 1986, the study said, males who participated in training programs earned an average $2.24 an hour more than males with no formal on-the-job training. In addition to the apprenticeship differential, male union members earned an average $1.59 an hour more than the non-union workers.

Females who participated in formal training programs earned $1.11 an hour more than females without training. Female union members averaged an additional $1.17 an hour above their nonunion counterparts.

In 1986, minority males still averaged $1.20 an hour less than white males and minority females averaged 30 cents an hour less than white females, the study found.

Statistics at a Glance

Consumer Prices

	May '88-May '89	April '89-May '89
All Prices (CPI-W)	5.4%	0.6%
Food	6.8%	0.6%
Housing (shelter)	4.4%	0.4%
Medical Care	7.3%	0.6%
Energy	10.6%	1.8%

Workers Earnings

Real Average Weekly Pay	May '88-May '89	April '89-May '89
All Private Industry	-1.9%	-1.3%
Manufacturing	-2.8%	-1.0%

Trade

	April '88	March '89	April '89
Trade Deficit (in billions)	-$8.8	-$9.5	-$8.3

Home Construction

Housing starts (millions of units)	1986	1987	1988	April '89
	1.80	1.62	1.49	1.35*

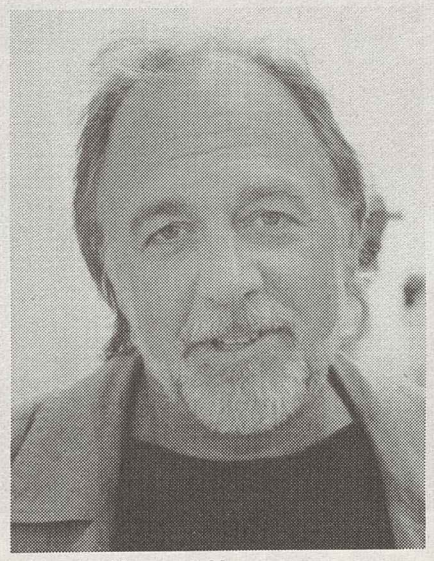
*Annual rate—March, April, May 1989

Resources

'Head of Class' episode delivers lesson why workers form unions, video available

This episode of the popular ABC-TV comedy series "Head of the Class" focuses on New York City public high school history teacher Charlie Moore (Howard Hesseman) and his role as a union negotiating committee representative during troubled contract talks with the school board. After calming the militant passions of colleagues infuriated by management's call for a wage rollback, Moore suggests a work slowdown—a strategy which is adopted by the full union.

His activism leads him to be branded a "rabble-rouser" by a school administration official, who is busy lining up replacement workers. When the school board refuses further negotiations, the union votes a work stoppage. Moore's refusal to teach induces an angry outburst from his students, who are preparing for a crucial college advanced placement exam. During a class discussion, the students use all of the classic arguments against trade unionism to denounce their teacher's solidarity.



Howard Hesseman

However, Moore gives them a dramatic lesson on the history and traditional goals of the American labor movement, which inspires the students to rethink their position, support the union and ultimately rebuff a scab teacher. The episode concludes with buoyant hopes for a settlement as the school board returns to bargaining.

Hesseman was one of the three stars featured in 1988-89 Union Yes ads.

Copies of the videotape are available from the AFL-CIO Education Department.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Film and video rentals are available from the AFL-CIO Education Dept., Room 407, 815 16th St., N.W. Washington, D.C. 20006. Rental fees range from $5-$10. Orders are subject to availability and sufficient advance notice. The date the film or video is to be used must be included with the order.

FILMS AND VIDEOS

The Stress Factor is a 19-minute program outlining the symptoms of stress, its effect on workers' health and how to resolve the problem through the grievance process. Produced by the Canadian Labour Congress. Rental $5.

No Easy Way is a 30-minute film that shows a safety committee in action after a worker is seriously burned. During a plant inspection, union and management representatives discuss safety hazards and how to correct them. Produced by the University of Wisconsin, the 16 mm film rents for $5.

Job Corps—a Step into the Future is a 13-minute report on training received by Job Corps participants in programs sponsored by building trades unions where students can learn the skills of a carpenter, cook, painter, bricklayer, operating engineer or cement mason. Produced by the AFL-CIO Building & Construction Trades Dept. $5.

Too Good to Be True alerts consumers to the danger of telephone scams. The half-hour video notes that millions of people lose their savings every year through scam artists and points out that telemarketing fraud costs consumers more than $1 billion a year. Produced by AFSCME. $5.

First Things First is a one hour documentary on the costs of functional illiteracy. The video profiles efforts to get young mothers into high school equivalency programs. Produced by Project Literacy U.S. $5.

Losing the Future is a 49-minute documentary that examines some of the factors affecting technological development in the United States. Superconductivity and high definition television are cited as examples of innovations in danger of being lost to U.S. developers unless the nation acts quickly. Other segments spotlight merger mania on Wall Street, the dwindling funds set aside for research and development and corporate and government policies. Produced by American Broadcasting Co. $5.

Working Together looks at labor-management cooperation on the state and local government level. The half-hour long video covers Madison, Wis., Jackson County, Ore., New York State and the Dade County, Fla., school system. Produced by the State & Local Government Labor-Management Committee. $5.

The Pension Cookie Jar reviews the on-going corporate raid on workers' pension funds, thanks to a loophole in federal pension funds that allows companies to skim off assets leaving workers with reduced pensions. Produced by National Broadcasting Co. $5.

"Learning about Work" is a slide presentation developed by the Communications Workers to tell labor's story in the schools. The kit, intended for use during a 40-45 minute classroom period, includes a 26-page discussion guide to help union representatives involve students in labor history.

Unionists can obtain the slide show and discussion guide for $10 from CWA Dept. of Education, 1925 K St., N.W., Washington, D.C. 20006.

A two-part video produced by AFSCME outlines the rules of parliamentary procedure and analyzes behaviors that can support or inhibit the group during meetings.

Point of Order describes the sequence of rules and motions that govern most group meetings.

Psychology of Leadership examines different behavior types to enable union leaders to help their groups work together effectively. $5.

PRINT MATERIALS

The revised edition of the **AFL-CIO Manual for Shop Stewards** is now available in Spanish. The manual outlines a steward's job and responsibilities, including how to investigate and process grievances and knowledge of labor law. Single copies free, additional copies 50 cents each, $40 per hundred.

Compensation benefits is a state-by-state breakdown of jobless and workers' compensation benefits for 1989, available from the AFL-CIO. A single copy is free, additional copies are 5 cents each, $4 per 100 and $35 per 1,000.

Centennial celebration "One Hundred Years of American Labor" provides a closer look at the founding of the AFL, with short features on key labor leaders including Samuel Gompers, William Green, John L. Lewis, Philip Murray, George Meany and Walter Reuther. A single copy is free, additional copies are $1 each.

Newsmakers

THEODORE BIKEL was elected by acclamation to his first full three-year term as president of the Actors & Artistes. He had been serving as interim president, following the retirement of **FREDERICK O'NEAL** on Mar. 1. O'Neal, an AFL-CIO vice president, had held the post for 18 years.

Bikel was president of Actors' Equity from 1973 to 1982 and is a vice president of the International Federation of Actors, a body of unions from more than 40 countries.

NEDDA CASEI was re-elected to a new term as president of the Musical Artists. Other top AGMA officers elected to two-year terms are Vice Presidents **EILEEN SCHAULER, CHESTER LUDGIN, EUGENE LAWRENCE, BARBARA BYSTROM** and **PAMELA SMITH;** Treasurer **LAWRENCE DAVIDSON** and recording secretary **YOLANDA ANTOINE.**

R.R. BUTCH FOUTZ has been named assistant director of COPE. Foutz, who has served on COPE's national staff since 1981, has been the COPE regional director in two northeastern and Middle Atlantic regions. He moves to the post **JOE VELASQUEZ** left to become director of the AFL-CIO Department of Community Services.

The Labor Hall of Fame will induct four new members in September: first AFL-CIO President **GEORGE MEANY;** union and civil rights leader **A. PHILIP RANDOLPH;** former Mine Workers President **JOHN L. LEWIS,** and former Labor Sec. **JAMES P. MITCHELL.** The Labor Hall of Fame, which includes portraits and memorabilia of the honorees, is housed at the Labor Dept. headquarters in Washington.

MSGR. GEORGE G. HIGGINS is this year's recipient of the Workers Defense League's David L. Clendenin Award for "service to the rights of labor." In New York, the award was presented by Clothing & Textile Workers President **JACK SHEINKMAN,** who praised Higgins for his dedication to the cause of working men and women.

EDWARD J. CLEARY, president of the New York State AFL-CIO, was elected president of the AFL-CIO Northeast Regional Council, an organization of state federations from New England, New York, New Jersey, Pennsylvania, Delaware, Maryland and Washington.

DIED: John C. Cleveland, retired vice president of the Teamsters, died of cancer June 8 in Washington. He was 76. Cleveland joined the IBT in 1937 and rose through the ranks, becoming head of Teamsters Joint Council 55 in Washington. He was elected to the IBT's executive board in 1976.

Paul R. Ornburn, who served as a representative of the AFL-CIO Union Label & Service Trades Dept. for 50 years, died of heart failure on June 10 in Arlington, Va. He was 74.

Ornburn, who was called "Mr. Union Label," worked at every one of the 39 Union-Industries Shows from 1934 until his retirement in October 1984. He joined the ULSTD in 1934, serving for 50 years.

Elton Schade, secretary-treasurer of Teamsters Local 372 and a member of the Michigan AFL-CIO executive council, died June 14 in Detroit. He was 48. For more than two decades, Schade led a coalition of unions in negotiations with Detroit newspapers.



Singing a Union Song

Song writers, artists and musicians from 30 different unions take center stage at the closing concert of the 11th annual Great Labor Arts Exchange at the George Meany Labor Studies Center. More than 110 participants joined the three-day program that included workshops on films, labor history storytelling and how to "say it in a skit." General sessions covered black music, songs from the Eastern strike, white-collar workers and other topics. The Labor Heritage Foundation, which sponsors the exchange, presented the Joe Hill award to 85-year-old John Handcox, who wrote "Roll the Union On."

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The AFSCME organizing campaign—and months of negotiations with Harvard University—paid off in a landmark agreement providing a 32 percent wage increase, child care and a union voice.

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In a second investigation, the GAO found that nearly 50,000 mostly immigrant workers toiled in unsafe shops while government agencies fail to enforce labor laws.

5 **Child care pilot starts in Alabama**
The UAW and Chrysler Corp. have teamed up in Alabama to operate a pilot on-site child care center. The center will be administered by a labor-management committee.

6 **Child care moves after kids' visit**
After 5,000 union children and their parents came to Washington to lobby for better family protections, the House and Senate worked on several child care initiatives to help working parents.

8 **ILO conference, crisis in China**
In Geneva, the ILO welcomed representatives of Solidarnosc to its working committees at an annual conference held against a backdrop of a brutal Chinese assault on workers.

10 **Union advantage in pay, benefits**
The union edge boosts wages and benefits by about $5 an hour over those of nonunion workers, the Bureau of Labor Statistics said. A union means nearly double the level of benefits.

UNION YES

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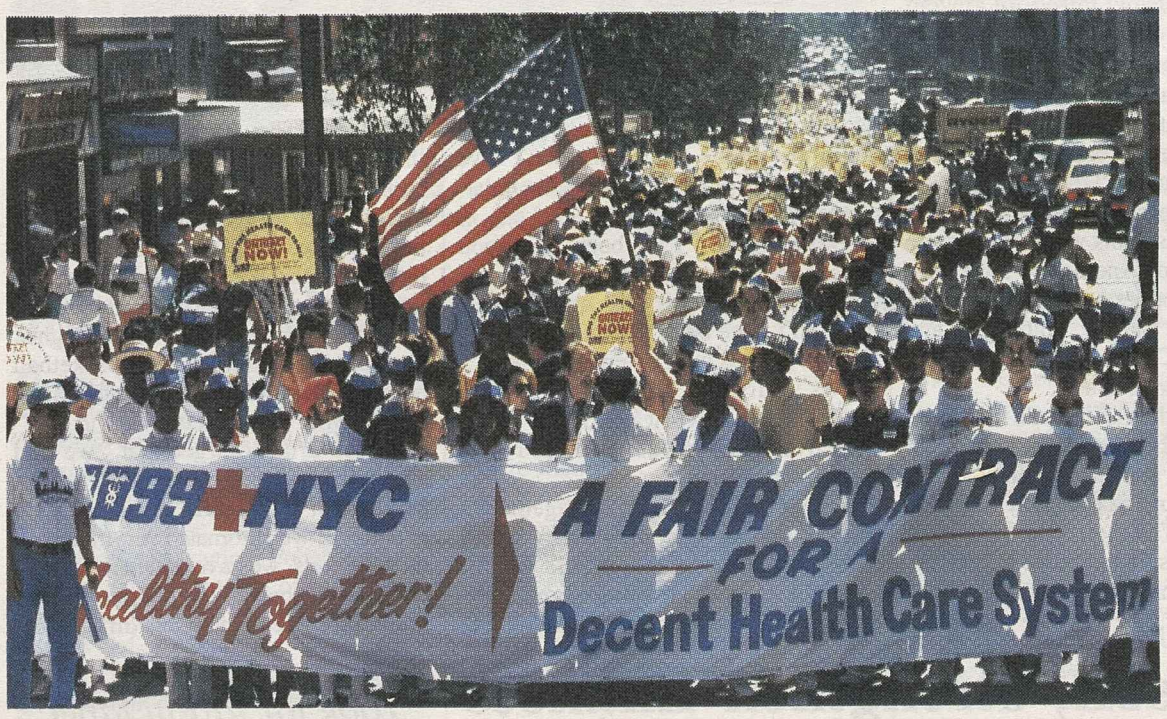
AFL-CIO NEWS

VOLUME 34, NUMBER 15 JULY 22, 1989

FOCUS



Labor's Union Yes program plans a high-visibility advertising campaign for the fall, featuring actor Edward James Olmos and materials in both Spanish and English. See Pages 5-8.



Marching for a contract

Hospital workers rally outside the headquarters of the League of Voluntary Hospitals in New York City, protesting stalled contract talks with the city's private hospitals. More than 35,000 members of Hospital & Health Care Employees Local 1199 joined the march. The health care workers are seeking an agreement with the city's 53 private hospitals comparable to one reached earlier with hospitals operated by the Roman Catholic Archdiocese that provided for wage increases of about 17 percent.

Imports set one-month record

$40.7 billion influx pushes deficit 24 percent higher

A record flood of imports widened the nation's foreign trade deficit to $10.2 billion in May. That's a 24 percent increase over April and pushes the trade gap to an annual rate of $111 billion, not far below the $118.5 billion mark posted in 1988.

May imports grew 5 percent to an all-time monthly high of $40.7 billion while exports ebbed slightly to $30.5 billion, the Commerce Dept. reported. Nearly every category of imports increased over the month except for autos.

For manufactured goods alone, the deficit jumped 33 percent to $8.5 billion, AFL-CIO international trade economist Mark Anderson noted.

Imports of manufactured goods at $32.4 billion were $1.5 billion more than the average for the first four months of 1989. Imports of capital goods other than autos rose by $750 million to just less than $10 billion, a new monthly high. The increase was led by power generating equipment, electrical machinery, office and industrial machines and steel.

While auto imports and components held at $7.2 billion range, imports of footwear and clothing shot up by more than $500 million to nearly $2.6 billion.

Economists point out that each $1 billion in the trade deficit costs 25,000 jobs either wiped out or not created.

About half of the May increase in the U.S. deficit came in trade with Japan, Canada and oil exporting countries. The largest shortfall was once again with Japan, rising $400 million over the month to $4.3 billion. The deficit with Canada jumped to $739 million from $175 million. The deficit also widened with Asian nations of Hong Kong, Singapore, Taiwan and South Korea by $480 million to $2 billion.

With Western Europe, the United States posted a $78 million deficit after running a $231 million surplus in April.

In the first five months of the year, Anderson observed, the United States has run up its deficit with Canada 8 percent above 1988 to $3.5 billion. The deficit with Japan is up 4 percent to $20.6 billion, while edging down slightly with Southeast Asian countries to a $8.9 billion shortfall.

One-sided study by Labor Dept. offends AFL-CIO

The Labor Dept. is going after fraudulent workers claims for unemployment with no attempt to work the other side of the street—checking on employers who underreport wages so their jobless insurance rates will be lower.

The Labor Dept. action drew outrage from the AFL-CIO, which had earlier been assured the inquiries would be balanced.

AFL-CIO benefits specialist James Ellenberger pointed out that reductions in jobless benefits are particularly grating to unions since only one-third of the unemployed receive any benefits at all.

The study was made in Virginia, where just 14.4 percent of the jobless received unemployment benefits last year—the second worst record next to South Dakota. Weekly benefits range from $56 to $176 in Virginia, among the nation's lowest.

The study stems from a ''quality control program'' put into effect last year in which the Labor Dept. requires state unemployment agencies to review benefit awards.

The AFL-CIO questioned the program when it was on the drawing board in 1985 and was assured by then Labor Sec. William Brock that the program would not discriminate, but would be ''expanded to include the investigation of claims that had been denied and employer tax collection activities.''

Virginia requires jobless benefit claimants to ''actively seek work during each week of the claim'' and to list job contacts to receive benefits.

Virginia AFL-CIO President David Laws pointed out the AFL-CIO supports requirements ''that those receiving unemployment benefits be ready, willing and able to work.'' But demands that claimants list their job contacts in order to qualify for benefits leave the applicant at the mercy of employers who have neither job openings nor good memories about the jobless who visited them.''

Some Eastern flights are phantoms

Travel agents and passengers are joining airline workers as the victims of Frank Lorenzo's attempt to run a scaled down, scab airline, industry experts say.

One out of every six Eastern Air Lines' scheduled departures for August is a "phantom flight" that cannot be booked, travel agents said, and about 16 percent of the flights listed on the reservation computers are not operational.

Earlier, Eastern told the bankruptcy court it would have 390 daily flights operating by August but has reduced that plan to 330. Even that number is unrealistic, a travel agent told the Atlanta Journal, noting that Eastern officials are feeling the pilot shortage.

The Air Line Pilots said travel agents' accounts confirmed the three unions' belief that Eastern's rebuilding scheme is unworkable. Eastern will fall behind even its modified schedule because it will not be able to hire and train fully qualified pilots, the union added. To fly its proposed August schedule, Eastern said it would need 850 pilots, but the company admitted at last month's congressional hearing that at most it would have only 550 to 600 pilots, ALPA noted.

State and local AFL-CIOs are contacting travel agents in New York and New Jersey, reminding them of the risks of dealing with an scab-operated Eastern Air Lines and of Lorenzo's track record of leaving agents and passengers holding worthless tickets. With both Eastern and Continental ''experiencing serious financial problems,'' agents should be wary of those carriers, the letter said.

Meanwhile, union workers showed determination to keep their campaign going ''one day longer'' than Frank Lorenzo's scab operation. (**Photo, page 9.**)

Flight attendants from Transport Workers Local 553 have scheduled solidarity events including a car caravan, mailings and leafletting, a human billboard and other activities. Union and community service representatives are continuing food bank collections and fundraising efforts and trade unionists are standing firm on the picket lines and at rallies nationwide. Donations to the AFL-CIO Fairness at Eastern Fund topped $1.5 million, with the funds disbursed as quickly as they are received.

Unions battle to keep music live in Vegas

Top stars support AFM



Inseparable—that's the tune marching Musicians strike up for live music and Las Vegas.

Las Vegas, Nev.

Five major hotel-casinos are waging war against Musicians Local 369 members who provide the live music for the Las Vegas shows that help draw visitors to this town.

It is an action that has drawn nationwide attention. It has also drawn the ire of the entertainers who depend on professional musicians and the people who pay to hear them.

The greed of the casino owners has changed the self-proclaimed ''Entertainment Capital of the World'' into an arcade where everything must turn a buck, said top entertainers who have pleaded with management on the musicians behalf. The entertainers rallying to the AFM cause include Jerry Lewis, Sammy Davis Jr., Tony Orlando, Robert Goulet and Shecky Greene.

Fourteen AFM Local 369 members have been on strike at the Tropicana since June 3. They have been joined by scores of other unionists in maintaining an around-the-clock picket line, enduring temperatures up to 115 degrees. Four hotels—Bally's, Caesar's Palace, Flamingo Hilton and Las Vegas Hilton—threatened to implement their final contract offer on July 26.

Casino management demands it be allowed to use taped music for its high-priced shows. For the musicians who back up the star attractions, the hotels propose they take a one-sixth cut in pay and drop contract language that has guaranteed them work.

The Tropicana's ''Folies Bergere'' is already being performed to taped music and the 14 Musicians who played there have been fired. Another 45 have been given layoff notices by the other hotels. On June 26, Bally's ''Jubilee!'' and Flamingo's ''City Lites'' will be performed to canned music.

AFM President J. Martin Emerson warned of a public backlash, noting that the audiences and critics blamed the early closing of Liza Minelli's Broadway show, ''The Act,'' on the use of taped music instead of a live orchestra.

At a press conference with the entertainment stars, AFM Vice President Mark Tully Massagli blasted the actions taken by the casinos.

The entertainers fear that if the musicians are booted out of the show rooms and those in the star rooms don't have guaranteed work then most of the musicians will work elsewhere.

Davis said. ''I've been a saloon singer for 60 years. Without the ladies and gentlemen of the orchestra, I wouldn't have been there for 60 days. This town was built on entertainment,'' Davis said.

Comedian Lewis warned that ''if we lose live music in this town, you have serious problems.''

Singer Goulet rued management's stance, saying, ''I don't want to see my friends, the musicians, go the way of the dinosaur.'' He underscored the greed of the casino owners, saying that management's philosophy now is that the show rooms have to make a profit, even when their purpose is to draw gamblers. ''They have to make a profit, the men's room has to make a profit, and that's silly,'' he said.

Comedian Greene said, ''Las Vegas has changed radically. Corporations have now taken over. They've got to understand that this town was built on entertainment, not championship fights, not on a championship basketball team. . .We can't lower our standards. That's what (the hotels) want to do.''

Singer Orlando urged that ''we find a middle ground. . .as we move into an automated, computerized society.'' He added, ''If we automate everything and the tape ends, we have nowhere to go,'' citing the embarrassing predicament he might face due to technical difficulties.

Musicians elect Emerson, strengthen finances

Nashville, Tenn.

The Musicians convention re-elected its top officers and moved to strengthen the union's finances and broaden its membership base.

AFM President J. Martin Emerson won re-election by defeating AFM President Emeritus Victor W. Fuentealba, 914-377, while Sec.-Treas. Kelly Castleberry bested challenger Del Sinchak of Youngstown, Ohio, by a similar margin.

AFM Vice President Mark Tully Massagli of Las Vegas and Canadian Vice President J. Alan Wood were returned to office by acclamation. From a field of 16 candidates for the AFM executive board, the winners were Robert D'Arcy of Washington, Ray Hair of Fort Worth, Tex., Eugene Frey of Cincinnati, Steve Young of Boston and Richard Totusek of Spokane, Wash. Labor Dept. representatives verified delegate registration and counted the ballots.

Of the 35 executive board recommendations and 40 resolutions, many dealt with ways to reduce expenses and raise income levels. The delegates approved a resolution requiring the AFM to ''at no time let the annual expenses exceed annual revenues. . . commencing with the year ended Dec. 31, 1992.''

The convention also froze the salaries of the executive officers at their current pay rates and eliminated the $20 per diem paid to executive board members when they are traveling on union business. Measures to change the per capita and work dues levels were defeated.

The penalty imposed on locals for late payment of initiation, per capita or work dues was changed from a flat 5 percent rate to 1 percent a month. Further, the convention approved the merger of the Theater Defense Fund into the AFM General Fund.

AFM voted support for the Mine Workers' strike against Pittston Coal.

Mike Isabella, chairman of the Organization & Legislation Committee, urged that the new executive board clarify the distinctions between life and honorary members. The convention approved the action.

To expand representation at future conventions, delegates agreed that each of the four players' conferences will be permitted to send three non-voting delegates, who will have all the rights of other delegates, except the right to nominate candidates for office, serve on committees or vote on matters before the convention.

To help boost membership, the convention approved a resolution to ease the membership process for traveling musicians—a segment of the industry the union is actively recruiting back into its ranks. The resolution provides that ''nonmembers of the federation who are part of an established full-time, self-contained traveling lounge group or unit may apply for membership in any local in which they are performing an engagement.''

In his convention remarks, Emerson spoke at length about a proposal made by AFM Local 360 Sec. Scotty Kelly of Renton, Wash., to establish the ''AFM Booking Corp.'' to aid in the recruitment of ''the younger generation of musicians.''

Look for union label in all hotel music

The "public be damned" attitude of corporate management in the hotel-casinos in Las Vegas and Atlantic City, N.J. prompted two emergency resolutions condemning the "unconscionable intent to use electronic music to replace live AFM musicians in Las Vegas and Atlantic City."

AFM Vice President Mark Tully Massagli urged too that all unions utilizing the facilities of the hotels in Las Vegas and elsewhere insist on "live" music and refuse to accept "canned" music at their functions.

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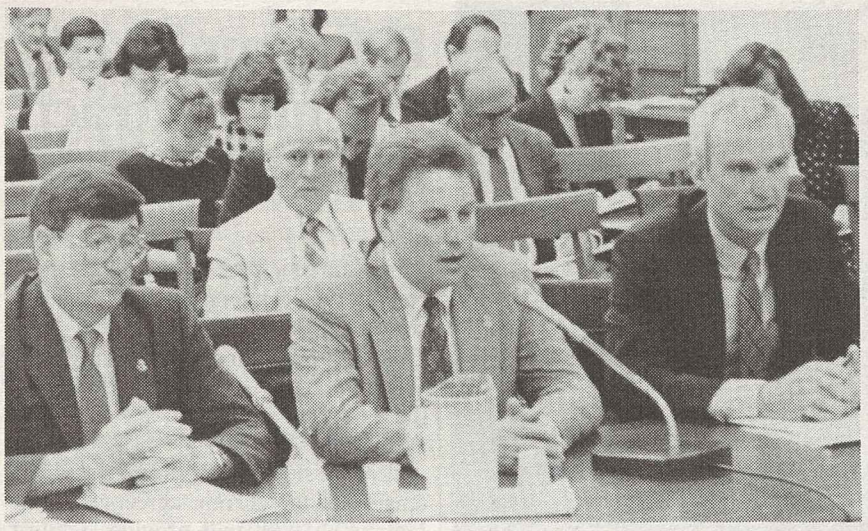
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LEGISLATION



IBT safety representative Vernon McDougall, right, testifies on hazards of diesel fumes. From left, Terry Ellis of IBT Local 24 in Akron and Local 24 President John Mozena.

House hears union concerns on diesel exhaust hazard

Workers exposed to diesel exhaust fumes suffer headaches, burning eyes, irritated noses and throats, cough up black phlegm, and risk lung cancer.

Yet the Occupational Safety & Health Administration has not cited any employers for health violations involving diesel fumes, the Teamsters told the House Subcommittee on Health & Safety.

Vernon McDougall, a representative of the IBT health and safety department, testified that diesel fumes from forklifts used on freight docks are the union's largest occupational exposure problem. Others exposed to diesel fumes include members in bus garages, mechanic shops, and highway toll booths, he said.

Little thought must have been given to the health of workers by the manufacturers of diesel-powered forklifts, McDougall said, and the same holds true for employers who are purchasing them. ''Twenty years from now, these employers will, predictably, be confronted with workers' compensation claims from dock workers who get lung cancer,'' and both the employers and manufacturers will likely face liability suits, he warned.

Diesel forklifts operate around the clock in an indoor environment, with 20 to 30 used in a building at a time, McDougall said, and ''they are used in even more confined spaces—inside truck trailers.'' He stressed that forklifts powered by other means are available, and there's no significant economic advantage in using one type of forklift over another.

The Teamsters expect to petition for an OSHA standard on diesel exhaust in the near future, but the union is awaiting a study by the National Institute for Safety & Health which began in 1985. Those results may still be two years away, he said.

''An unfortunate fact of life is that OSHA does not help these workers,'' McDougall testified.

Worker rights vital in Eastern European aid plan

It doesn't seem too much to ask that the United States condition any economic development aid to Poland on respect for the worker rights Solidarnosc struggled so long to win, the AFL-CIO told a White House seminar.

''It would be tragic if Polish workers were to gain a measure of relief from communist exploitation only to become victims of exploitation by greedy private employers who hold in contempt the principle of freedom of association which Solidarnosc did so much to uplift,'' AFL-CIO international affairs director Tom Kahn told the Eastern Europe conference.

Kahn noted a U.S. investor in Poland told the International Herald Tribune, ''my workers will be free to join a union of their choice. I will also be free to fire them.''

Kahn said that attitude pointed up why the AFL-CIO supported President Bush's plan to offer Overseas Private Investment Corporation (OPIC) insurance to American companies investing in Poland and Hungary, ''with a small condition: we want every contract OPIC signs with these companies to require them to abide by the workers rights provisions'' developed by the International Labor Organization and included in the U.S. legislation governed OPIC.

The worker rights requirements are also in the U.S. law providing trade advantages under the Generalized System of Preferences (GSP), Kahn told conference participants.

Kahn said the AFL-CIO of course felt vindicated for its consistent support and financial aid to Solidarnosc throughout the 1980s, but noted ''we did so not out of certainty we would succeed, but out of the moral principle of trade union solidarity. Plainly put, we did what we had to do.''

The AFL-CIO will apply the same principles to the emerging free unions in Hungary or anywhere else in the world, he said.

Purpose of Davis-Bacon prevailing wage law still valid

In the last several years such anti-union groups as the Associated Builders & Contractors (ABC), have escalated their campaign to repeal one of the nation's first fair-wage standard laws—the Davis-Bacon Act.

The Davis-Bacon law, a milestone in American's journey toward economic and social justice, was designed to outlaw wage exploitation by preventing the federal government from undercutting local area labor standards with government construction.

In addition to protecting workers, the Davis-Bacon Act provides important safeguards for businesses, the federal government and the taxpayer.

By establishing a wage-rate floor, the law provides local builders with a fair chance to compete for government projects on the basis of skill and efficiency rather than losing this work to disreputable competitors who would underbid them solely on the basis of paying substandard wages.

The government and taxpayers in turn are protected from fly-by-night contractors whose substandard wages would attract substandard workers—the likely consequences of which would be shoddy construction work requiring still more tax dollars for higher repair costs and additional maintenance over the life of the project.

These are some of the basic reasons—still valid today—which led Congress to pass the Davis-Bacon Act more than 50 years ago and which moved some 40 state legislatures to enact their own ''little Davis-Bacon Acts'' for state-funded construction projects.

The legislation, passed in Kansas first, became national when sponsored by two Republicans, Rep. Robert L. Bacon of Kansas and Sen. James Davis of Pennsylvania. Amendments improving the 1931 law were enacted in 1935 and 1937.

Status

The 1980s have been witness to twin attacks upon the Davis-Bacon Act. The first were partially successful regulatory changes implemented during the first term of the Reagan Administration. These regulatory changes have weakened the effective enforcement of the law.

Unfortunately, to this day misapplication and abuse of Davis-Bacon Act are all too rampant in many of the federal agencies who contract for construction under its provisions.

Having failed to gut the act by regulation, opponents began to launch perennial attempts to ''reform'' Davis-Bacon to death. H.R. 2259 introduced by Representatives Charles Stenholm (D-Tex.) and William Dickinson (R-Ala.), would effectively gut the act by raising the threshold for application from the current $2,000 to a level of $250,000.

Furthermore, it would arbitrarily recognize the category of "helpers" to encourage the replacement of skilled craftsmen with lower-paid entry-level workers.

This year an attempt is expected to add this bill as an amendment to the fiscal year 1990 defense authorization bill. If passed, such an amendment would exempt 70 percent of all Defense Dept. contracts from the Davis-Bacon law.

The AFL-CIO and its directly affected building trades unions do support the genuine Davis-Bacon reform contained in H.R. 2901 introduced by Representatives Austin Murphy (D-Pa.) and Augustus Hawkins (D-Calif.).

H.R. 2901 would adjust the Davis-Bacon threshold from $2,000 to a level of $50,000 for all new construction, and $15,000 for all reconstruction, rehabilitation and repair. The $2,000 of threshold of 1935 would be equivalent to just $17,000 today. H.R. 2901 would also prohibit federal agencies from ''splitting'' contracts to escape the threshold, clarify the definition of ''helper,'' improve data collection on wage surveys, and strengthen Labor Dept. enforcement.

Conclusion

From 1931 until today, the cut-throat nature of the high risk construction industry has not changed. Indeed, higher federal expenditures for construction only add to the competitive feeding frenzy. The Davis-Bacon Act protects not only individual workers from the potential of abuse, but it also protects local economies and the taxpayer.

For further information on Davis-Bacon, trade unionists can contact: Jay Power of the AFL-CIO Dept. of Legislation at 202/637-5084.

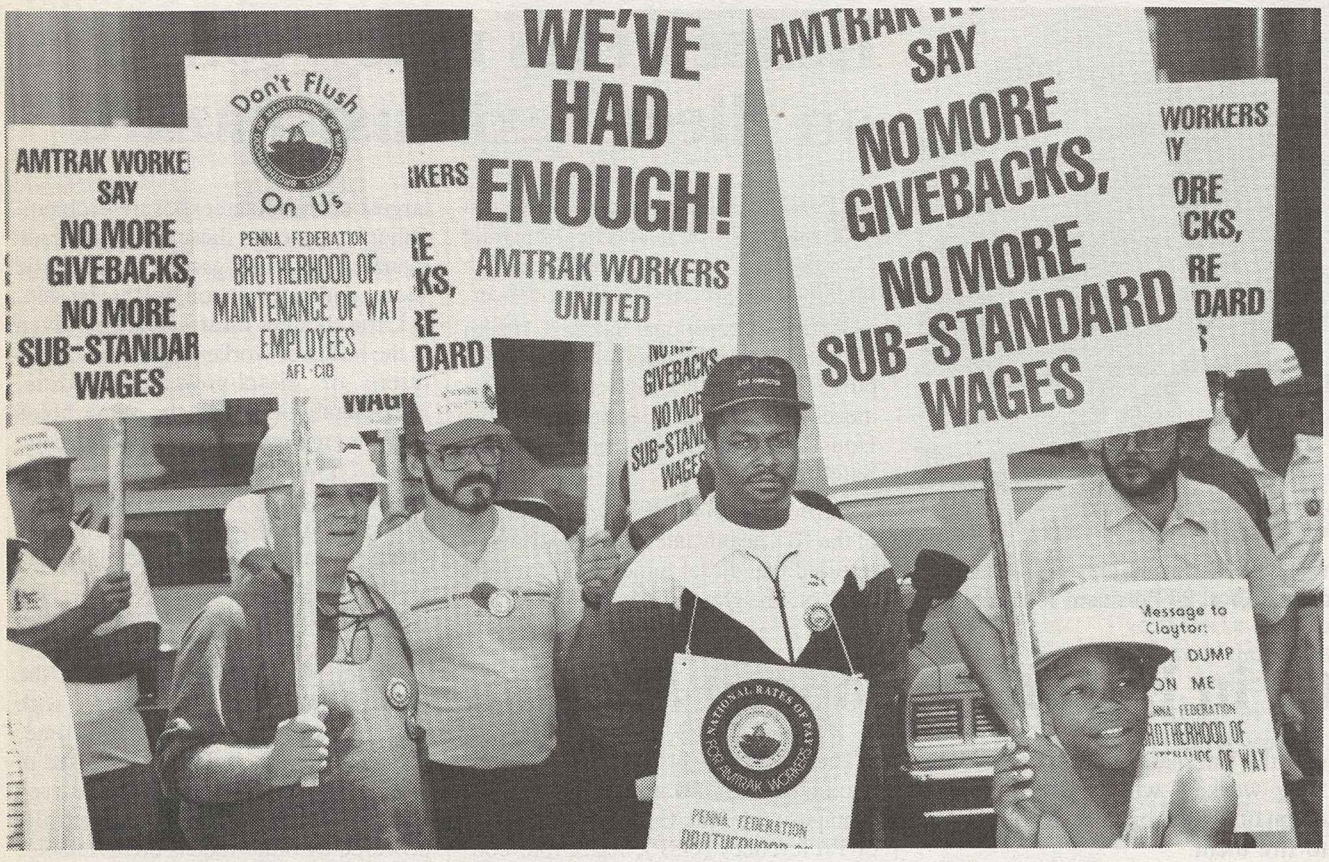
Davis-Bacon assault coming up in House

Consideration by the House of the Dept. of Defense (DOD) construction authorization bill for fiscal year 1990 is expected to become a vehicle for the usual attack on U.S. labor standards.

Once again, conservatives will be offering anti-Davis-Bacon Act language for inclusion in the DOD legislation, H.R. 2311. A similar anti-Davis-Bacon amendment was defeated outright in the House last year.

The attack on Davis-Bacon in 1988 came in the form of a provision which would have raised the threshold on DOD contracts which are covered by Davis-Bacon protections from $2,000 to $1 million. This would have exempted 95 percent of all military construction contracts from Davis-Bacon coverage.

Although the specifics of this year's amendment are not yet known, trade unionists are asking representatives to oppose any amendment to H.R. 2311 which would gut the Davis-Bacon Act.



Members of railroad unions demonstrate at Philadelphia's 30th Street station.

Rail workers serve notice at Amtrak

Rallies across country point up futile negotiations

From coast to coast, thousands of rail union members staged rallies and walked informational picket lines, protesting Amtrak management's union-busting tactics that could fuel a shutdown of the nation's rail passenger service.

The message sent by the 25,000 members of 16 rail unions was that, after more than 15 months of fruitless negotiations, they're fed up with substandard wages, unsafe and unsanitary working conditions, contracting out of their jobs, and other union-gutting actions.

Richard I. Kilroy, chairman of the Railway Labor Executives' Association and president of the Transportation Communications Union, accused management of failing to bargain in good faith in negotiations that began in the spring of 1988.

Kilroy emphasized that in previous contract talks, the unions made significant concessions that resulted in Amtrak workers earning 12 to 15 percent less than the employees of other major carriers.

Rail labor agreed to those cuts to demonstrate worker commitment to help the passenger carrier rebound from its financial problems. As a result of the workers' sacrifices, ridership is increasing at a steady pace and Amtrak is in better financial shape than ever before, the RLEA emphasized.

Now Amtrak negotiators have "come to the bargaining table demanding more concessions, cutbacks and givebacks," Kilroy said, branding management demands as "totally uncalled for" and part of a calculated effort to provoke a national strike.

The purpose of the rallies and informational picketing, Kilroy said, was to make clear to the public that rail workers do not want to walk off their jobs, but that Amtrak management is openly "courting a strike, and there may be nothing we can do to avoid one."

Although economics are high on their agenda, the unions said, rail workers also consider safety and working conditions to be critical issues in their efforts to win a new contract.

"There is no doubt that Amtrak wants to break its unions and use cheap, unskilled labor," Kilroy stressed in a statement.

"Operating a national passenger rail system requires years of experience and know-how. Amtrak's operating plans, which include using unskilled workers, compromise the safety of this railroad," he said.

Although the National Mediation Service has stepped into the dispute, Amtrak management—imitating the tactics of Eastern Air Lines boss Frank Lorenzo—has not budged from its initial "take-it-or-leave-it" demand for a new round of concessions, the unions pointed out.

Rail labor also accused Amtrak of positioning itself as the spearhead for efforts by the entire railroad industry to escape important federal laws, particularly those governing safety on the nation's rails.

"The industry is using Amtrak to escape punitive damage claims by passengers and others involved in an accident," Kilroy explained. "It also wants to get out from under the law protecting the rights of rail workers injured on the job."

Pledging to fight back on Capitol Hill against the efforts to water down or eliminate federal safety laws, Kilroy said the 16 unions "will do everything in our power to protect the interests of rail workers and the riding public."

ILA, employers extend contract, set joint study

Hollywood, Fla.

Creation of a joint union-management panel to seek long-term solutions to serious problems plaguing the East Coast shipping industry highlights a 14-month master contract negotiated by the Longshoremen with six employer associations.

ILA President John Bowers said extension of the current agreement until Nov. 30, 1990, will provide stability while the 14-member study committee, called the Industry Preservation Group, wrestles with problems resulting from such pressures as deregulation, automation and international economic trends.

The agreement calls for a 45-cent hourly increase in management contributions to fringe benefit plans for dockworkers from Maine to Florida. Other provisions of the existing master contract will continue unchanged.

The accord also requires that such local labor issues as work conditions and rules concerning traditional cargo be settled on a port-by-port basis.

Longshoremen vow vigilance in watching drug smuggling

The Longshoremen are increasing vigilance in unloading ships from drug-producing countries, ILA President John M. Bowers said.

"We'd rather lose wages than lose our children," Bowers said. The U.S. Customs Service is working out an agreement with shipping and air line industry employers and unions to combat drug trafficking. The agreement, still in draft form, calls for carriers to impose strict security standards at foreign and domestic docks, terminals and facilities and aboard ships and planes.

Bowers said the union's 110,000 members from Maine to Texas, Puerto Rico and Canada would help out. "I told the commissioner we'll have 110,000 pairs of eyes out there looking to help him."

Sears backs out of deal to put in post offices

Administration efforts to "privatize" the U.S. Postal Service were dealt a stunning setback when Sears, Roebuck & Co. backed out of the scheme.

Opening of so-called postal "convenience centers" at Sears retail outlets across the country sparked protests from the Postal Workers, the New York City AFL-CIO, and other unions and central labor bodies.

At the core of labor's protest, APWU President Moe Biller emphasized, was the USPS decision to use Sears employees, rather than professional postal workers, to run the centers.

The 365,000-member APWU hailed the withdrawal of Sears, Roebuck from the plan as a victory in labor's long struggle against such government efforts as contracting-out, union-busting, privatization and the lowering of wage standards.

One of the keys to success was the support for the Postal Workers from the New York City Central Labor Council.

On behalf of its 500 affiliated unions, representing some 1.5 million workers, the council made clear to Sears that union members were prepared to take their business elsewhere unless the retail chain withdrew.

Inundated by an outpouring of anti-privatization mail that flooded company headquarters, Sears Board Chairman Ed Brennan said the chain would cease its participation in the plan by Oct. 1.

But Postmaster General Anthony Frank, apparently undaunted by Sears' withdrawal, said blueprints were still on the drawing board for adding new "convenience centers" nationwide.

The USPS insisted it "plans to expand this type service on a local basis, targeting major shopping malls and negotiating contracts with individual stores rather than national chains."

The APWU suggested a more sensible alternative:

Ask America's malls to donate a modest amount of space to accomodate USPS retail windows, staffed by APWU members and open every hour of every day the malls are open.

"This type of arrangement," Biller said, "would allow all of the stores in each mall to benefit from the increased customer traffic generated by the convenient postal units. Best of all, consumers would benefit by being able to transact postal business with postal professionals."

The bottom line, the union said, is that "customers would have the convenience of additional post offices and could use them with the confidence of knowing their mail and packages would be handled by dedicated, professional postal workers."

Said Biller: "Now postal management surely knows that if it pursues its union-busting plans with any other corporate allies, the full force of trade-union solidarity will be marshalled against them."

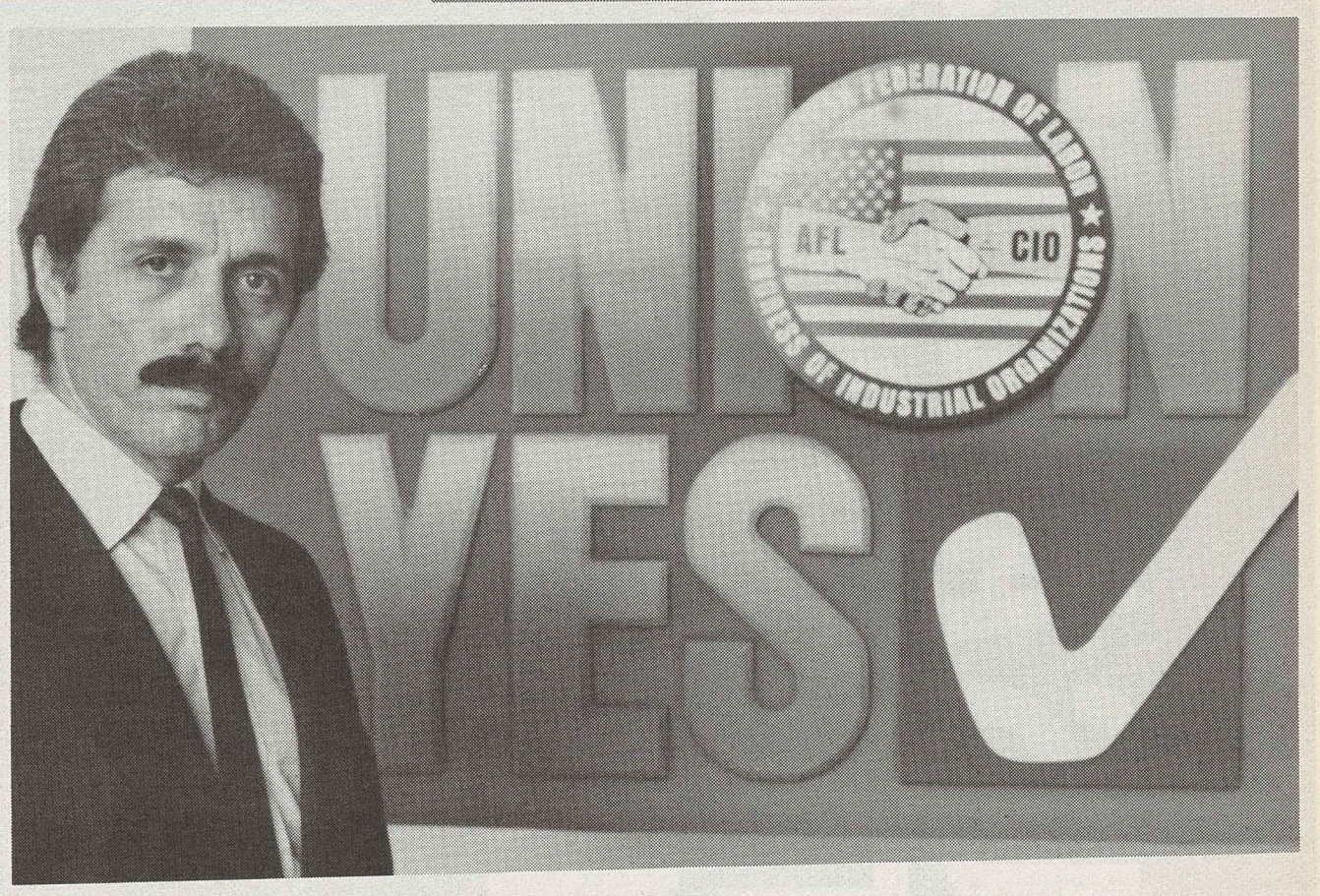
The Olmos Factor: Hispanic Pride, Dignity on Job

As Academy Award nominee Edward James Olmos makes his national union debut in September—joining Jack Lemmon, Tyne Daley and Howard Hesseman in the Union Yes television commercials—he'll also be launching labor's first bilingual English/Spanish national TV campaign.

Geared towards the large, but often untapped, Hispanic community in this country, Olmos's message will air on Spanish networks approximately Sept. 15-Oct. 15 at the same time the English-language Union Yes commercials are broadcast on national television.

Besides raising public awareness and appreciation for unions, Olmos's participation adds an important new appeal for America's Hispanic population.

As Lt. Castillo on the Miami Vice TV show, Olmos upheld the values of dignity and the law in a crime-filled world; as a labor spokesperson, he stands for unions as providers of dignity and respect on the job.



Television star Edward James Olmos on production set.

Wider local use expected when Union Yes resumes

Fall media campaign offers multiple tie-ins to fit specific needs

The AFL-CIO's new flight of network television "Union Yes " commercials is set to begin in mid-September.

The campaign has the potential to spread widely because of an unprecedented number of tools for local unionists to use in creating tie-in campaigns.

Among the new elements of the campaign are: New TV spots starring actor Edward James Olmos, in both English and Spanish; new radio spots in both languages that feature Olmos and permit local customizing; Spanish-language billboards, suitable for a local message; radio commercials featuring National Football League players, which can also be customized for local messages, and a full array of localized TV, radio, and sign materials with which trade unionists can continue their own campaigns that have been run locally since "Union Yes" was launched in May 1988.

The AFL-CIO'S television arm, the Labor Institute of Public Affairs (LIPA), will assist local groups with those tie-in campaigns that take advantage of national TV commercials.

The fall campaign highlight is the premiere of Edward James Olmos as the fourth "Union Yes" spokesperson, joining Jack Lemmon, Tyne Daly and Howard Hesseman.

The scheduled premiere is Sept. 15 with a run of approximately one month.

"Whenever you need strength, in whatever issue, the 'Union Yes' campaign is very effective," Olmos said.

"We are now reaching out to the Spanish-speaking people, as well as the English-speaking people and it is a milestone for the unions. I think it's going to have a resounding effect."

The Olmos TV spots—along with the bilingual local media materials and the NFL Players materials (story on page 8) have all been timed to coincide with labor's traditional outreach to the public on Labor Day.

The combination of the Olmos TV spots and NFL players' radio ads provides local unions with the opportunity for a six-week ad campaign.

Union visibility on Labor Day will be given another boost by a "Union Yes" spokesperson, actor Howard Hesseman. The ABC television network will air an episode of the Hesseman series "Head of the Class" titled "Labor Daze" on Wednesday, Sept. 6 at 8:30 p.m. The program offers an excellent view of labor solidarity by exploring the impact of a possible teachers' strike on Hesseman's character, New York City public school teacher Charlie Moore, as well as his students. Copies of the videotape of the half-hour show can be rented for $5 by writing the AFL-CIO Dept. of Education, Room 407, 815 16th St., N.W., Washington, D.C. 20006.

Local unions and councils seeking to use the opportunity to piggyback on the national "Union Yes" campaign can choose among these new options or from the other elements previously introduced in the Union Yes campaign to find exactly the right personality, message, and media mix to fit a localized campaign.

Because of the boost the national television ads can give to your regional campaign, LIPA strongly recommends that trade unionists tie their efforts to the Sept.15-Oct. 15 broadcast of the Union Yes commercials.

Why Do All This?

Tying your campaign with the national campaign will strengthen the impact of your advertising efforts.

Studies have shown that employing a variety of media to communicate with a targeted audience enables you to reach more people with your message. One St. Louis local proved it with customized Union Yes spots when the members were convinced their local TV ads were on national TV because they saw them on locally along with network ads.

To date, more than 180 union locals and councils have used elements of the national Union Yes campaign.

The campaign's addition of a bilingual Spanish/English component will ensure that a wide Hispanic audience will see these commercials either on the networks in English or on Telemundo and Univision in Spanish.

Spokesperson Olmos, describing this segment of the campaign, noted: "Anyone in the country organizing in the Hispanic community has an unparalleled opportunity to capitalize on this campaign and to reach a segment of the population too long overlooked. All I can say is seize this opportunity."

UNION YES
National TV

Singers: Union Yes
Olmos: Respect. Pride. Our unions help make sure you take home more than just a paycheck . . .you take home your dignity.
Singers: America works best when we say Union Yes!

* * * *

Singers: Unión di que Sí
Olmos: Respeto. Orgullo. Con la unión llevamos a casa mucho más que un buen salario. Llevamos orgullo y amor propio.
Singers: ¡América es mejor con la Unión di que Sí!

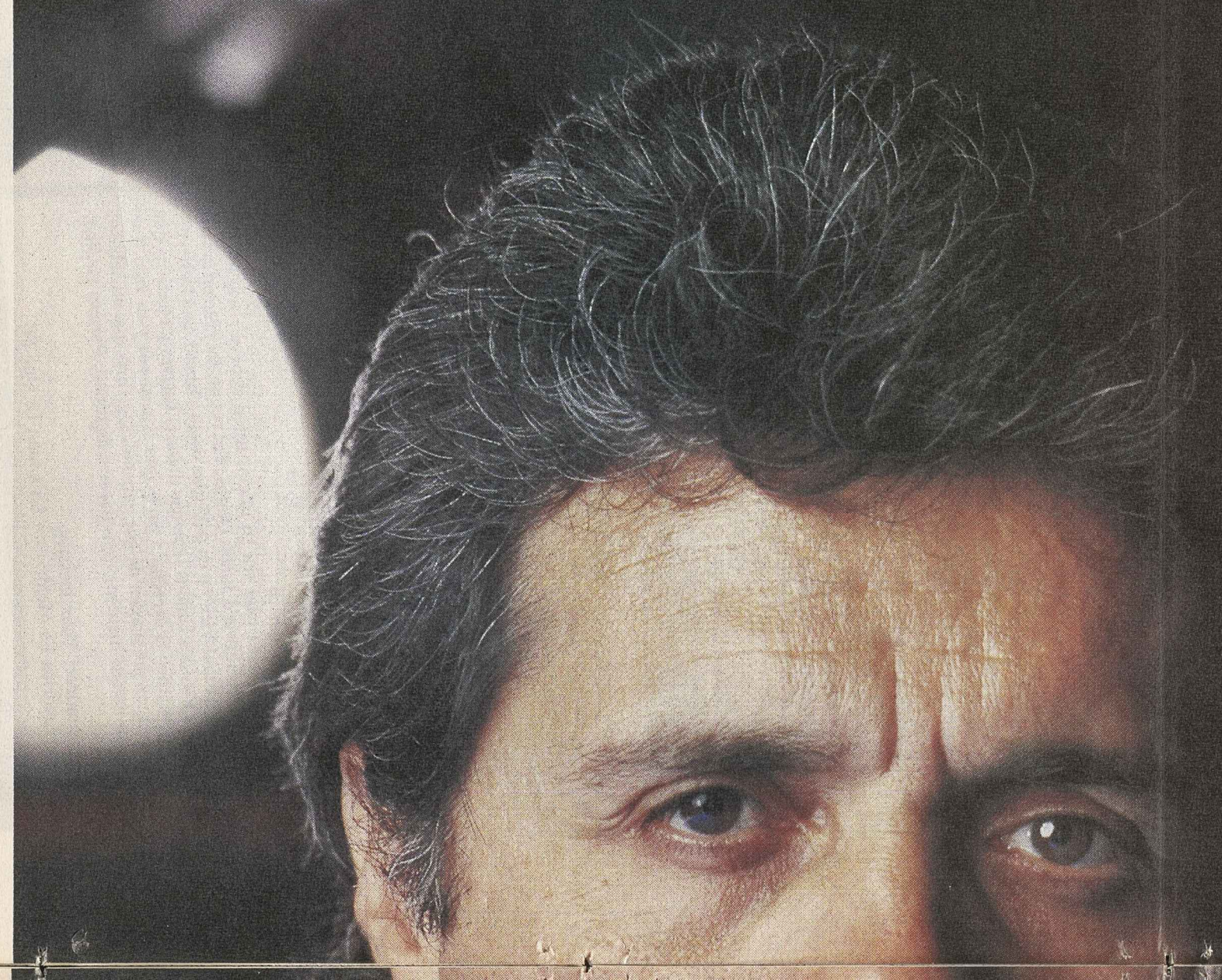
Local Radio

Singers: Stand with us, Say Union Yes, Union Yes
Olmos: No matter what your job is, you have a right to be treated with respect. I'm Edward James Olmos. You may have seen me on TV's "Miami Vice," or in movies like "Stand and Deliver." In America we're fortunate to have strong, effective unions. Unions that give every workers a say in the way things are run. Today's unions are working hard to make certain that we take home more than a paycheck; we take home our pride. That's why I say, Union yes.
Local announcer: Local tie-in message here (approximately 18 seconds)
Singers: America works best when we say Union Yes!

* * * *

Singers: Unión di que Sí
Olmos: No importa cual sea su oficio, usted debe ser tratado con respeto. Me llamo Edward James Olmos. Tal vez me ha visto en la serie de televisión "Miami Vice" o en películas como "Stand And Deliver." Por suerte en Estados Unidos tenemos uniones fuertes y efectivas que le dan al trabajador el derecho a participar con su voz y su voto. Las uniones de hoy se preocupan de que ganemos algo más que un salario; se preocupan de que mantengamos nuestra dignidad. Por eso yo digo: Unión Sí.
Local Announcer: Your message
Singers: ¡América Es Mejor Con La Union Di Que Sí!

OUR UNIONS GIVE US A VOICE... NO MATTER WHAT LANGUAGE WE SPEAK.



Our unions work hard to make sure we get not only the paycheck we deserve, but respect and dignity on the job. For *every* worker. No matter where they come from.

Edward James Olmos, Emmy Award-winning actor from "Miami Vice" and Oscar nominee for "Stand and Deliver", proclaims that message in the AFL-CIO's newest "Union YES" spots. Look for him in September on both Spanish and English TV networks. He joins Jack Lemmon, Tyne Daly and Howard Hesseman, who return to tell the union story to millions of Americans in their own homes.

The message of our unions is a powerful one, and it's the model for workers around the world who yearn

workers around the world who yearn
Ideals that mean the same in any
language.

AMERICA WORKS BEST WHEN WE SAY...

UNION YES ✓

UNION DI QUE SÍ ✓

Edward James Olmos, star of the
bilingual "Union YES" campaign.

If your union needs assistance in creating a "Union YES" media campaign call 1-800-242-UNION.

Union Yes prepared in variety of media

The ads created by Edward James Olmos provide a powerful statement on the value of unions. Trade unionists who have read the scripts on page 5 are likely to find multiple ways that Olmos can help local campaigns. By contacting LIPA, you can get a number of campaign tools including:

- Print advertising. Camera-ready art is available for black and white ads. If you want ads in color, you must special order by contacting LIPA at 202/637-5334.
- Billboards featuring Olmos are available in Spanish only and can only be used in local campaigns. Allow plenty of time for your order.
- Localized radio in either Spanish or English or both. The scripts on page 5 show where your local message goes.

In addition, LIPA continues to offer customized options to support both the "Union Yes" and the "Unión di que Sí" campaigns. Whether used alone or in conjunction with the television and radio spots and billboards, these items provide additional tools to support your campaign. These options include:

- Customized local Union Yes television advertisements
- Union Yes jumbo bus signs
- Neon Union Yes signs
- Signs for bus stops or airports
- Personal media can be created from logo sheets available in both English and Spanish.

These can include: buttons, bumper stickers, hats and sun visors, auto sun shields, decals for contractors vehicles and hard hats, welcome mats, children's coloring books, key chains and gym bags.

Details on ordering the options or how to create these products are included in the 1989 Union Yes advertising kit. If you haven't ordered a kit, you can get one by calling 1-800-242-UNION.



Edward James Olmos recorded 1989 Union Yes ads for TV during July in Los Angeles.

NFL player reps record local radio ads

Just before this fall's football season kick-off, a new group of "Union Yes" radio commercials featuring NFL players will appear around the country—in any community where local unionists chose to use them.

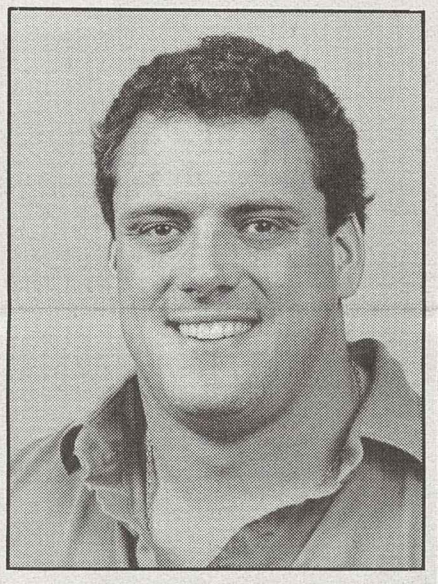
With such notable players as Warren Moon of Houston, Karl Mecklenburg of Denver, Willie Gault of the Los Angeles Rams and new union president Mike Kenn of Atlanta voicing their support for unions, Labor Day radio campaigns will have an even stronger appeal to members and the public.

Created in association with the NFL Players Association, the new "Union Yes" football radio campaign is designed to tie neatly into local Labor Day plans, or for any council or local considering a radio advertising effort. Any local union, local labor council or other union group may use any of the players listed below, although most will logically select a player from the NFL team nearest to them.

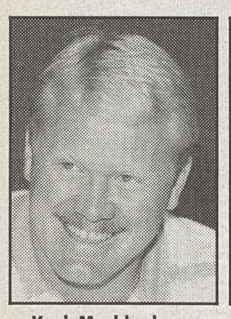
The spots combine a "star" endorsement (approximately 20 seconds) with the opportunity for a localized message (approximately 18 seconds). The football spot can be used alone, or in combination with any other "Union Yes" commercial chosen.

Participation is easy. If you're interested in pursuing the possibilities this campaign offers, LIPA will send you a sample cassette tape of the 60-second radio spot featuring one of the NFL stars and the Union Yes music bed plus a typed copy of the script. All you have to do is call LIPA at 202/637-5334.

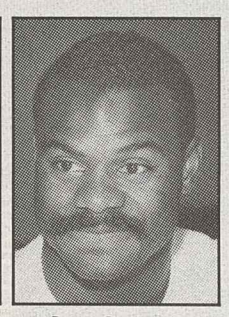
Your ad can feature any player you want, whether he's from the pro franchise in your area or a current pro star who comes from your area.



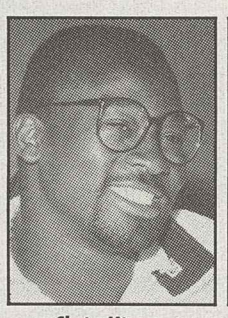
NFLPA President Mike Kenn
Atlanta



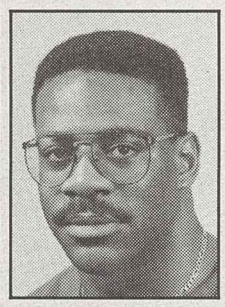
Karl Mecklenburg
Denver



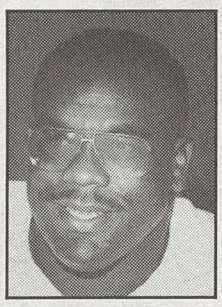
Dave Duerson
Chicago



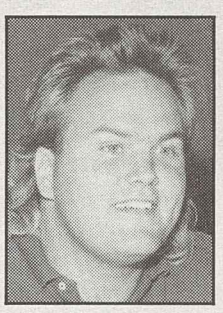
Chris Hinton
Indianapolis



James Jones
Detroit



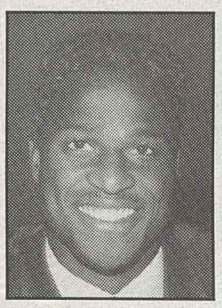
Reggie McElroy
N.Y. Jets



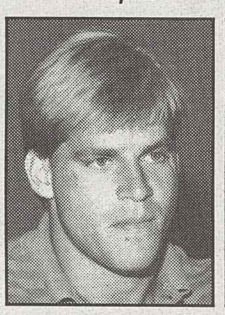
Mark Adickes
Kansas City



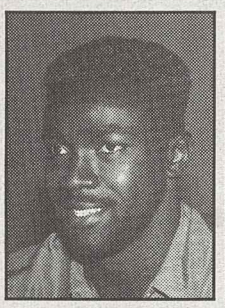
Faud Reviez
Miami



Willie Gault
L.A. Raiders



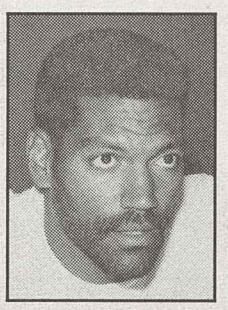
John Teltschik
Philadelphia



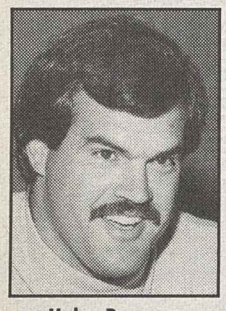
Jerry Gray
L.A. Rams



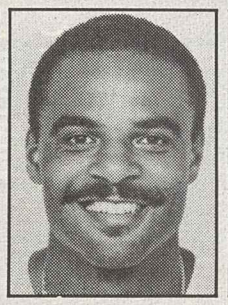
Tunch Ilkin
Pittsburgh



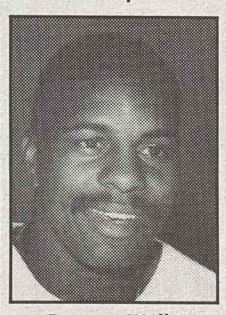
Steve Jordan
Minnesota



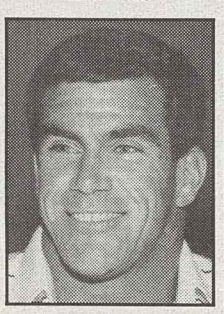
Hoby Brenner
New Orleans



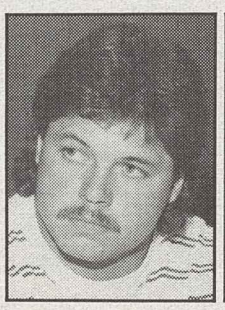
Warren Moon
Houston



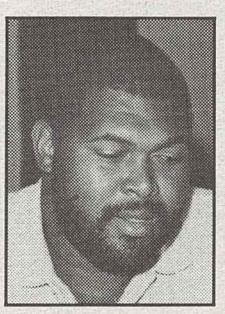
Everson Walls
Dallas



John Cannon
Tampa Bay



Mark Cannon
Green Bay



William Paris
San Francisco

The players are:
Karl Mecklenburg—Denver
Dave Duerson—Chicago
Chris Hinton—Indianapolis
James Jones—Detroit
Reggie McElroy—N.Y. Jets
Gary Reasons—N.Y. Giants
Mark Adickes—Kansas City
Mike Kenn—Atlanta
Marvin Powell—NFLPA official
Faud Reviez—Miami
Willie Gault—L.A. Raiders
John Teltschik—Philadelphia
Jerry Gray—L.A. Rams
Tunch Ilkin—Pittsburgh
Matt Bahr—Cleveland
Steve Jordan—Minnesota
Hoby Brenner—New Orleans
Warren Moon—Houston
Everson Walls—Dallas
John Cannon—Tampa Bay
Mark Cannon—Green Bay
William Paris—San Francisco

After you've decided to join the campaign, call LIPA again for a mix of the music and the players narration. To tape your local message, you can either choose to have LIPA do the production for a fee or you can do it locally.

Radio stations sometimes provide the service for free—if you're doing your own media buy, you should look into this.

Also you must decide if you want to build an entire campaign around these ads. If you do, your 1989 Advertising Kit provides plenty of ideas and suggestions on how to put on a campaign.

Here's what the narration on the tape says:

Singers: Stand with us, Say Union Yes, Union Yes

Player: I'm (name). As a professional football player for (city), I have learned that you can't do it all by yourself. You're not gonna get what you want in this world, if you always try to go it alone. It takes the whole team to make things happen. Doesn't matter where you work. Doesn't matter what job you do. You stand with the people you work with. You speak with one voice. And you get listened to. So, play with the winning team. Say Union Yes.

Local announcer: (Local copy here—approximately 18-seconds).

Singers: America works best when we say Union Yes.

UFCW suit escalates battle against Carrefour

Philadelphia

Food & Commercial Workers Local 1776 is filing suit against a mammoth grocery-department store complex here, charging its foreign owners with violating the federal Racketeer Influenced & Corrupt Organizations Law.

Local President Wendell W. Young III said the UFCW was invoking the RICO statute because the union has evidence that the French owners of Carrefour have engaged in a ''pattern of related criminal activity'' against union informational pickets.

The union's legal action, said Young, is in response to a series of management activities that are ''deliberately violating the rights of our union members to protest the foreign ownership and non-union status of Carrefour.''

The decision to bring action against Carrefour under RICO came in the wake of a U.S. Supreme Court decision affirming the right to file such suits on the basis of a pattern of criminal activities or a series of actions that are a part of a single fraudulent scheme.

Young charged that the French-owned firm's activities fit that requirement.

''Carrefour has been pursuing a continual pattern of related criminal activities from intimidation and threats against our union members to actual physical assaults against both male and female pickets,'' the Local 1776 president said. ''We believe we have sufficient grounds to seek justice under the RICO statute due to the activities of Carrefour's employees.''

The union's lawsuit will detail a series of incidents where security personnel working for, or hired by, Carrefour engaged in criminal activities designed to intimidate and harm union members. Young accused management of ''promoting ongoing violence on the picketline and flouting American laws.''

Although the French firm's outlets in its native country are all unionized, the UFCW emphasized, management has refused to consider union representation for its American employees. French trade unionists have protested the company's actions at Carrefour's headquarters in that country, and have visited the Philadelphia site to show their solidarity with the UFCW.

Few of the 500 employees at the sprawling installation here are full-time workers. The rest are part-timers who enjoy few if any benefits and are paid roughly half what their unionized counterparts receive in the Philadelphia area.

The 17 months of UFCW informational picketing has cost Carrefour. Last year alone, the Philadelphia outlet lost $8 million, and the company has delayed plans to open a second outlet in nearby Norristown, and had to drop efforts to establish a facility on Long Island.

Known as a ''hypermarket'' because of its enormous size, the Carrefour installation is three times as large as the traditional U.S. supermarket. Since it opened in February 1988, Carrefour has been responsible for the closing of nine grocery stores and a score of small appliance and specialty shops in the Northeast Philadelphia area.

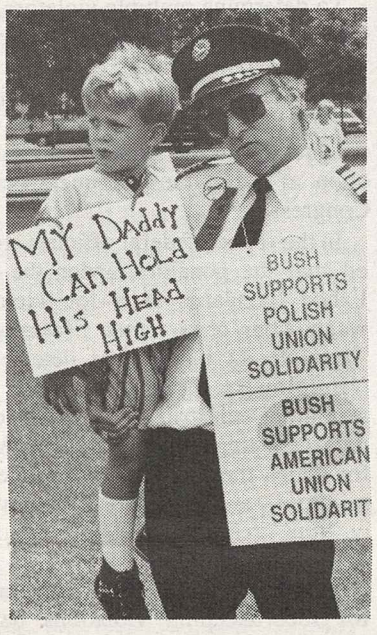
In outlining plans for the union's court action, Young declared:

''We believe that Carrefour has been deliberately violating the rights of our American union members. This foreign-owned parasite has injected itself into our domestic retail marketing area and used tactics that recall the old robber barons of the last century.

''While we have been attempting to lawfully pursue our right to protect our American union members' jobs, this foreign interloper has been operating as if it is above the law.

''By filing this lawsuit under RICO, we hope to convince Carrefour that it is subject to the same laws our members willingly obey.''





Presidential welcome

Union members in Washington's Lafayette Park call on President Bush to extend his concern for trade unionism in Poland and Hungary to the workers at Eastern Air Lines. A busload of pilots from New Jersey joined nearly 200 machinists, attendants and union supporters in pledging to stand ''one day longer'' than Frank Lorenzo.

Inbrief

AFL-CIO puts Nelson Bibles on national boycott list

Thomas Nelson Publishers of Nashville, Tenn., was placed on the AFL-CIO boycott list at the request of the Graphic Communications Union because of the firm's demands that its 57 bindery workers accept a longer hours, less vacation, co-payment of health care premiums and a reduction in overtime rates.

GCIU President James J. Norton said the company is in good financial condition and that "all appearances indicate that the company simply wishes to break the union." The boycott was installed after a poll of AFL-CIO Executive Council members.

The publisher's primary product is the Nelson edition of the King James version of the Bible.

The bindery workers are members of GCIU Local 2-B in Philadelphia, where Nelson bibles are bound. The workers, who have been without at contract since Nov. 7, 1988, have offered to maintain the status quo, but Nelson has remained steadfast in demanding an increase of 1.25 hours in the workweek, elimination of daily overtime and other givebacks.

RWDSU gains $83 a week in new Macy's contract

The Retail, Wholesale & Dept. Store Union Local 1-S members overwhelmingly ratified a five-year agreement with Macy's Dept. Stores that provided improvements in wages, pension benefits and health care coverage.

The union turned back management demands for concessions, according to Local 1-S President Joe Pascarella. Across-the-board pay increases will total $83 a week over the five years—$20 the first year, $16 the second, $15 in third and fourth and $17 in the final year of the agreement. Retirees will receive full Medicare B reimbursements and the prescription plan was extended to cover all retirees and eligible family members.

USWA, Goulds Pumps OK contract 5 months early

Seneca Falls, N.Y.

Members of Steelworkers Local 3298 won wage boosts and lump-sum bonuses adding up to a total 18-percent pay package under a 40-month contract ratified at Goulds Pumps.

Hammered out by the USWA five months ahead of the scheduled expiration of the previous contract, the settlement will produce immediate $1,000 signing bonuses, lump-sum payments of $400 in each of the next two years, and wage increases of 3.2 percent a year.

Workers' share of the cost of health insurance premiums was cut from 33 percent to 25 percent; pension rates were increased and vesting was reduced from 10 to five years' service; life insurance benefits will rise from $13,000 to $16,000 in steps over the next three years, and weekly disability payments were increased from $165 to $185.

Trade unionists to moderate New York area TV show

New York

A weekly half-hour television series moderated by trade union officers made its debut over WWOR-TV here. The program—''People Working for People''—will also be rebroadcast during prime time on New York and New Jersey cable stations.

Under the program's format, Teamsters Local 237 President Barry Feinstein and Transport Workers Local 100 President Sonny Hall question public officials on social and economic issues from a working person's point of view.

Scheduled for appearances are Sen. Alphonse D'Amato (R-N.Y.), businessman Donald Trump, and Democratic Reps. Charles Rangel, Nita Lowey and Bill Green.

A weekly WOR Radio series has also been launched, combining news, discussion and commentary.

TWU ratifies new contract at American

New York

Transport Workers ratified a new four-year contract at American Airlines that provides more than $700 million in wage, pension and medical improvements for the carrier's 22,000 TWU members.

The union represents mechanics, fleet service workers, flight dispatchers, instructors and meteorologists among others at American.

The agreement, ratified by 13,103 to 4,157, includes a flexible benefit medical plan that will allow members to customize insurance coverage to meet their needs. The lifetime major medical benefit was raised from $300,000 to $500,000. Medical coverage for retirees will continue with limited contributions from current employees.

Improved job security provisions include job protection for all members hired prior to Jan. 1, 1987. Wages will be increased substantially, the union said, through increases in the hourly scales, skills premiums up to $2 a hour for mechanics, and bumping up of many workers on the wage progression scale. Retroactive pay ranged from $538 to $631.

SEIU Chicago pact wins pay increases for 10,000

Some 10,000 members of the Service Employees working at office and commercial buildings in Chicago won 40-cent-per-hour pay hikes and more generous employer payments to their health and welfare funds.

New one-year contracts establish a base rate of $9.40 for janitorial workers, $9.70 for elevator operators and $8.65 for security personnel, according to Gene Moats, president of SEIU Local 25.

Employers will increase their health and welfare contribution from 85 cents to 95 cents an hour per employee with the understanding that a further contribution of up to 10 cents per hour may be required during the contract term.

The workers are covered by a number of similar agreements with the Building Owners and Mangers Association (BOMA), smaller building owners or cleaning firms.

Data

Enforcement of labor laws lacking

Wage-chiseling employers exploit working poor with impunity

The investigation and enforcement of U.S. labor laws— especially wage and hour regulations—are sorely lacking.

Stunning evidence to that effect was turned up by the General Accounting Office report on sweatshops in New York City, released in June. The report found that many employers continue to violate the law—especially wage and hour regulations—with little fear of being penalized even after state or federal agencies finally investigate the violations.

The GAO report defined as a sweatshop any business that regularly violates both wage or child labor and safety and health laws. Federal, state and local government officials interviewed for the survey said apparel sweatshops were located throughout the city and were considered multiple labor law violators. But several officials believed the restaurants were more likely to violate labor laws by wage chiseling and maintaining unsafe working conditions.

AFL-CIO economist John Zalusky said the Labor Dept.'s reliance on worker complaints to determine which shops will be inspected assures that the law will not be enforced. ''It takes a courageous, well-informed person to file a complaint with the Labor Dept.,'' Zalusky said, while most of those victimized by wage chiseling and sweatshops are the most vulnerable of society—immigrants and the poorly educated—who are too frightened to complain.

Many employers continue to violate the law —especially wage and hour regulations—with little fear of penalty.

''What is needed is a return to traditional random investigation of employers along with stepped up enforcement,'' he said.

Wage chiseling by employers further undercuts an already inadequate minimum wage, Zalusky added, stressing that a decent wage for all workers and effective investigation and enforcement of labor laws go hand in hand.

The GAO report found that from 1984-1988, just two of the city's 17,000 apparel and restaurant firms were inspected by both the Wage & Hour Division and the Occupational Safety & Health Administration, although when state and local agencies were involved, more firms were investigated for multiple violations.

To determine multiple violators, the GAO report cross-referenced reports of federal wage and hour violations and city health and fire department citations. GAO is the federal agency charged with conducting audits and investigations, often at the request of members of Congress.

In the report, federal officials stressed that the penalties under the Fair Labor Standards Act—for violating wage, hour or overtime provisions—''provide an insufficient deterrent.'' ''Employers in the apparel and restaurant industries frequently violate recordkeeping standards of the Act—for which there are no civil monetary penalties—and these violations severely limit inspectors' ability to deter underpayments,'' the study said. The GAO had recommended that penalties for recordkeeping violations be included under FLSA in 1981.

From 1986-1988, the Wage & Hour Division cited 145 restaurants for FLSA violations and 55 of those were also cited for other labor law violations. In those 55, 1,197 workers were owed back wages totaling $230,000, with 877 workers owed $165,000 in overtime compensation.

The state labor department's Apparel Industry Task Force conducted inspections involving wages in 339, or 5 percent, of the city's apparel firms, the report found. Back wages totaling $170,000 were owed to workers at 69 percent, or 234 shops.

But the agencies' investigation and enforcement procedures have only limited effectiveness in routing out wage chiseling. A March 1988 review found serious recordkeeping violations at one firm that prevented the compliance officer from determining the total number of hours worked by employees, though he could determine that one worker was owed $4,326 in overtime compensation. The employer refused to pay and the worker was informed he could pursue private legal action. No other action was taken.

Four months later, at the same firm, wage and overtime violations of $12,000 were uncovered—after another complaint was received—along with continuing recordkeeping violations. None of the workers were listed on the payroll, however, because they were paid off the books with the employer paying no social security or payroll taxes. Again, the employer refused to make payments.

The case finally was found suitable for litigation and a complaint was filed in federal court in April.

Statistics at a Glance

Unemployment

	June 1988%	May 1989%	June 1989%
Unemployment	5.4%	5.2%	5.3%
Men (20 and Over)	4.6%	4.3%	4.3%
Women (20 and Over)	4.9%	4.8%	4.9%
Teenagers	14.1%	15.2%	15.6%
White	4.6%	4.4%	4.5%
Black	11.7%	11.0%	11.9%
Hispanic	8.7%	7.9%	8.1%
Unemployed receiving jobless benefits	27.9%	31.8%	28.6%
Real "Unemployment Rate"	10.4%	9.7%	9.9%

Employment

	Payroll Employment in June '89	Change Since May '89	Change Since June '88
All nonfarm industries	108,488,000	180,000	2,927,000
Construction	5,270,000	-8,000	131,000
Manufacturing	19,630,000	-31,000	230,000
Transportation, Utilities	5,721,000	21,000	179,000
Retail & Wholesale Trade	25,754,000	8,000	631,000
Finance, Insur. & Real Estate	6,801,000	11,000	129,000
Services	26,887,000	159,000	1,290,000
Government	17,715,000	32,000	353,0000

Jobless rate climbs to 5.3% with 12.5 million affected

The nation's unemployment rate edged upward to 5.3 percent last month, with more than 12.5 million persons affected by partial or total unemployment, the Bureau of Labor Statistics said.

More than 6.6 million workers were without jobs in June while 5 million could find only part-time work and 869,000 had given up their job searches. Black workers accounted for 37 percent of discouraged workers, BLS noted, even though they only account for 11 percent of the civilian working-age population.

But just 28.6 percent of the jobless received unemployment compensation as of mid-June, AFL-CIO benefits specialist James Ellenberger pointed out.

The BLS payroll survey showed a drop-off of 31,000 factory jobs, marking the third straight month that manufacturing employment has fallen. Since March, 50,000 factory jobs have been lost, BLS said. Many manufacturing industries have posted declines, with the electrical equipment industry showing a loss of 30,000 jobs since November.

Overall, payroll jobs grew by 180,000, led by growth in service industries of 160,000 jobs, concentrated in business and health services. Transportation employment increased by 20,000.

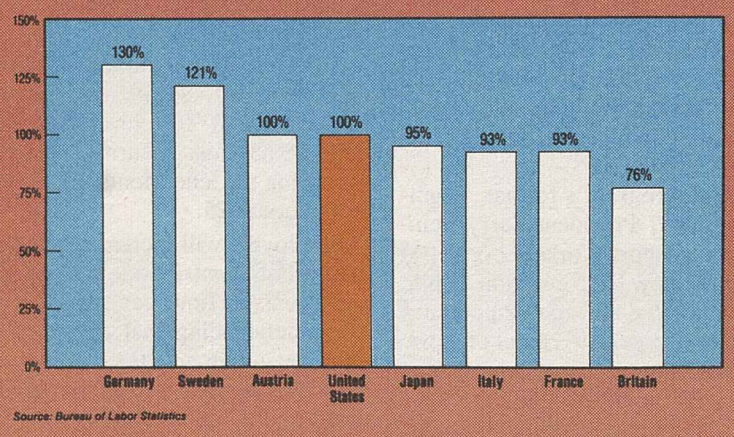
Over the past four months, employment growth has averaged less than 200,000 jobs per month, far below last year's 275,000 monthly average.

Average hourly earnings and hours remained unchanged.

U.S. sales drop with autos down for second month

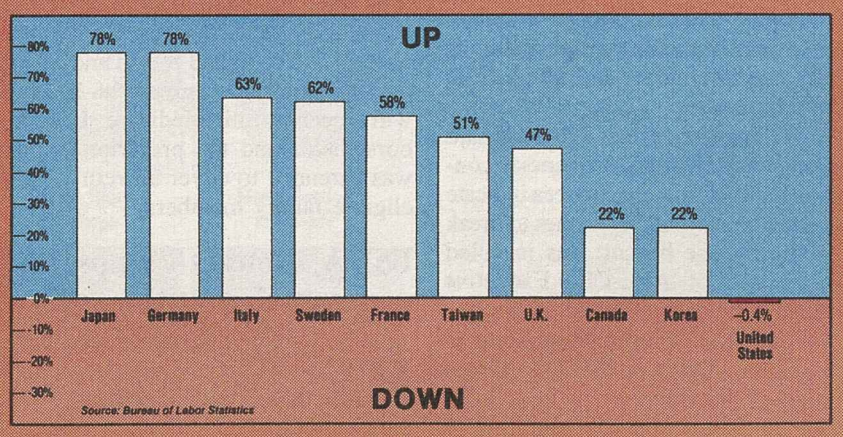
Retail sales dropped four-tenths of 1 percent in June, with sales and other durable goods sales especially sluggish, the Commerce Dept. reported. Sales for durable goods fell 1.3 percent after falling five-tenths of 1 percent in May. Auto sales dropped 2 percent in June on the heels of a 1.8 percent decline in May.

U.S. No Longer the Leader in Wages



Hourly wages and benefits in manufacturing as a percent of the U.S. level in 1988.

U.S. Labor Costs Down; Other Countries Up Sharply



Between 1985 and 1986, the cost of labor per unit of output in manufacturing dropped in the U.S. while those costs in dollar terms abroad rose dramatically.

Resources

ARBITRATION AID

The AFL-CIO Dept. of Economic Research has developed a computer program to track the performance of individual arbitrators to help union representatives and legal counsel in the selection process before a case goes to arbitration. The information is based on 15,000 reported cases that evaluate about 450 of the more active arbitrators.

The evaluations will be available to affiliates—but information needs to come from local unions to their international headquarters and on to the AFL-CIO to build the file.

The department is asking union representatives to contact their national unions to receive report forms and to provide additional reports on their experiences that will be included in the data base. For the service to be effective, a continuing flow of both positive and negative reports is needed.

To include information on arbitrators who also function as attorneys—representing management or unions in other cases—the department is surveying the AFL-CIO Lawyers Coordinating Committee and affiliated unions.

The project also is being included in labor education programs. For more information, contact John Zalusky, AFL-CIO Dept. of Economic Research, 815 16th St., N.W. Washington, D.C. 20006.

PRINT MATERIALS

Tragedy in China. The report of the International Confederation of Free Trade Unions on the founding of the Beijing Workers Autonomous Federation and workers' support for the student democracy movement is available from the AFL-CIO Dept. of Information, 815 16th St., N.W., Washington, D.C. 20006.

Sports Machine. Sports Industry and Collective Bargaining looks at labor relations in four professional sports—baseball, football, basketball and hockey—and reviews key issues including free agency, salaries and pensions. Available for $11.95 from the ILR Press, Cornell University, New York State School of Industrial & Labor Relations, Ithaca, N.Y. 14851-0952.

FILMS AND VIDEOS

Who Wants Unions? is a 27-minute film that explores the declining membership of unions in Canada and the United States and attributes the cause to management consultants. The film includes many scenes from management seminars in which personnel are trained by Charles Hughes, author of "Making Unions Unnecessary," and other management consultants on how to block union organizing drives and ways to initiate a decertification. $5.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Film and video rentals are available from the AFL-CIO Education Dept., Room 407, 815 16th St., N.W. Washington, D.C. 20006. Rental fees range from $5-$10. Orders are subject to availability and sufficient advance notice. The date the film or video is to be used must be included with the order.

Meany Studies Center sets 9 classes next two months

The George Meany Labor Studies Center will offer nine workshops in August and September. The schedule:

Arbitration Techniques, Aug. 6-11—A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

Newswriting & Editing for Union Publications, Aug. 13-18—For union editors who want coaching on the basics of publishing readable, credible publications.

Organizing in the Construction Industry, Aug. 13-18—A workshop that trains building trades organizers in oral and written communications, regional survey and targeting techniques, on-site recruitment and labor law.

Organizing Techniques I, Aug. 20-25—A review of key elements in a union organizing campaign, including targeting, house calls, picking winning issues and developing plant committees.

Teaching Techniques for Labor Education, Aug. 20-25—A class to demonstrate techniques commonly used in labor education for those who teach in union conferences, summer schools or night classes.

TV: The Cool Medium, Sept. 5-8—A workshop for union officers and representatives on how to face television cameras and work with reporters.

Contract Negotiations: Private Sector, Sept. 10-15—A workshop on bargaining tactics, role of the chief negotiators and preparation and design of initial and counter proposals.

Labor Relations in the Federal Sector, Sept. 11-15—An institute on collective bargaining, grievance handling and arbitration, and union building.

Standards of Discipline & Discharge in Arbitration, Sept. 17-22—An advanced institute exploring the concept of just cause, standards for arbitrators, investigation procedures and standards of proof.

AFL-CIO affiliates and departments using the campus in August for their own staff training programs include: the Plumbers & Pipefitters, Aug. 6-11; Service Employees, Aug. 6-11; Food & Commercial Workers, Aug. 13-18; Air Line Pilots, Aug. 13-17; American Institute for Free Labor Development, Aug. 13-Sept. 8; Maintenance of Way Employees, Aug. 20-25; Carpenters, Aug. 27-Sept. 1; Maintenance of Way, Aug. 27-30; Dept. of International Affairs, Aug. 27-Sept. 1, and African American Labor Center, Aug. 30-Sept. 16.

For more information on these programs, contact Janis Underwood, Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Phone: 301/431-6400.

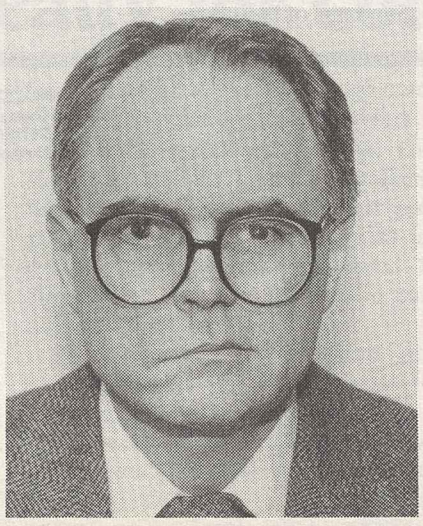
Newsmakers

The Sheet Metal Workers elected **LAWRENCE J. CASSIDY** secretary-treasurer, to complete the term of the late **LONNIE A. BASSETT** who died earlier this month. Cassidy, 68, was elected by the union's executive board to serve the remainder of Bassett's term.

Cassidy served as executive assistant to SMW President **EDWARD J. CARLOUGH** since 1974. Earlier, he served as an international representative in the union's jurisdictional department. Cassidy also held several elected offices in his local union, SMW Local 12, including president and business representative.



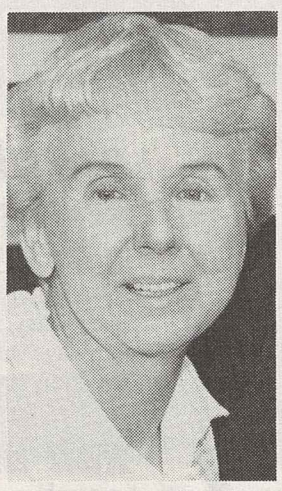
Lawrence J. Cassidy



Markley Roberts

MARKLEY ROBERTS has been named assistant director for the AFL-CIO Dept. of Economic Research. Roberts, 58, joined the federation's legislative department in 1962. After receiving a doctorate in economics in 1970, he joined the Dept. of Economic Research a year later. Earlier, he served as legislative assistant to Sen. Hubert Humphrey and was a reporter at the Washington Star. Roberts has been a member of Newspaper Guild Local 35 since 1952.

RUTH TAYLOR, secretary to three successive COPE directors—**JIM McDEVITT, AL BARKAN** and **JOHN PERKINS**—retired after 41 years in the labor movement. Taylor went to work for the AFL Labor's League for Political Education in 1948 and joined COPE in 1956. She has been a member of Office & Professional Employees Local 2 since 1948.



Jacqueline Kienzle



Henry Schechter



Ruth Taylor

JACQUELINE KIENZLE, assistant director of the AFL-CIO Dept. of Education, retired after 29 years in the labor movement. Kienzle organized and taught at labor's summer school programs and education conferences and directed the AFL-CIO's film and video library. Before joining the AFL-CIO in 1960, she served as assistant to the president of the Ladies' Garment Workers, prepared legislative and political materials for the Clothing Workers Union—prior to its merger to form ACTWU—and worked on the AFL-CIO's minimum wage committee. She is a member of Newspaper Guild Local 35.

HENRY SCHECHTER, deputy director of the AFL-CIO Dept. of Economic Research and the federation's housing and urban affairs expert, retired after 25 years with the AFL-CIO.

Schechter joined the federation in 1974 as head of the Dept. of Urban Affairs which later was merged into the Dept. of Economic Research. Earlier he was a senior housing specialist at the Congressional Research Service and headed the office of economic and market analysis at the Dept. of Housing & Urban Development.

JAMES F. SHEA, a former AFL-CIO staff member, has been honored by the State Dept. with the John Jacob Rogers Award for meritorious service upon his retirement. Shea retired from the State Dept. after 32 years of service. He was a staff member in the AFL research department before joining the State Dept. in 1957.



Copper workers in San Manuel celebrate contract victory after outlasting a five-month-long union-busting campaign by Magma Copper Co.

Arizona solidarity wins pivotal copper contract

Copper miners won a new three-year agreement with Magma Copper Co., following five months of hard bargaining and union solidarity that offset tough management tactics.

In negotiations, the 3,150 miners were represented by the National Nonferrous Industry Coordinating Committee, a coalition of 10 unions. The settlement—which covers workers at San Manuel and Pinto Valley divisions—was ratified by 88 percent of the voting members.

The agreement provides hourly wage increases of $1 in the first year and 25 cents in the second and third contract years. Under a new flexible wage schedule, workers will receive premium payments tied to quarterly changes in the price of copper. The payments will be added to the base wage, but wages cannot fall below the negotiated base wage.

The settlement also improves pensions and life insurance, addresses safety concerns and establishes a union-management committee to study gainsharing, overtime, job security and other issues.

The union miners remained united and refused to be intimidated by Magma's hiring of Littler, Mendelson, a well-known unionbusting law firm.

Union members pressed for wage increases and other benefits to regain the concessions they agreed to in the previous contract in 1986 when the industry was faltering.

Members of the coordinating committee are the Steelworkers, Boilermakers, Carpenters, Electrical Workers, Machinists, Operating Engineers, Painters, Plumbers & Pipefitters, Teamsters and the unaffiliated United Transportation Union.

INSIDE

VOLUME 34, NUMBER 15
JULY 22, 1989

AFL-CIO NEWS

1 ***Surging imports swell trade deficit***

The nation's foreign trade deficit widened to $10.2 billion as a record $40.7 billion worth of imports poured into the country during May.

2 ***Musicians defend live Vegas music***

Union musicians are striking up a campaign with the backing of top stars to preserve live music at five hotel-casinos in Las Vegas where management insists on using recordings.

3 ***Davis-Bacon Act faces new assault in House***

Right-wing congressmen are gearing up for another attempt to gut the Davis-Bacon Act, the 1931 law that provides fair wage standards for millions of construction trades workers.

4 ***Rail unions serve notice on Amtrak***

Members of 16 railroad unions manned informational picket lines across the country to protest Amtrak management's union-busting tactics and after no progress in 15 months of bargaining.

5 ***Union Yes carries big local potential***

A month-long multi-media Union Yes ad campaign cranks up in mid-September with an all-star cast, including actor Edward James Olmos and a wide variety of options for local use.

10 ***Wage-hour laws lack enforcement***

A government study found that wage-chiseling employers violate federal labor laws with little fear of being penalized. Most abuses occur in garment sweatshops and restaurants.

UNION YES

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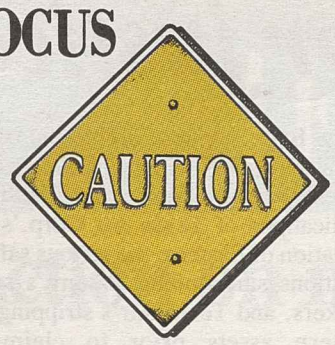
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AFL-CIO NEWS

VOLUME 34, NUMBER 16 AUGUST 5, 1989

FOCUS



Retiree health care coverage will become a very difficult bargaining issue for union negotiators in the 1990s when companies have to project how to handle the liability for future benefits. See pages 4-5.

Steel stung by import decision

Short extension 'distorts trade'

Pittsburgh

Accusing President Bush of reneging on campaign pledges to the import-battered U.S. steel industry, Steelworkers President Lynn R. Williams warned that the White House was opening the door to continuation of ''distortive trade practices'' by overseas steel producers.

The USWA was joined by steel management in assailing the Administration plan to end voluntary restraint agreements that for the past five years had served to put partial brakes on the efforts of foreign steelmakers to dominate the U.S. market.

The White House said it will continue the VRAs only for an additional 30 months—just half the five-year extension Bush had promised as a weapon against unfair subsidies which foreign governments use to help their steelmakers capture a major share of the U.S. market.

The White House decision came just before the annual USWA legislative conference in Washington, at which delegates marched on the Chinese embassy to protest anti-union activities at a Claymont, Del., steel mill owned by the Chinese government.

The restraints were put in place by President Reagan five years ago in exchange for a pledge by American steelmakers to drop huge numbers of anti-dumping suits. Those suits charged that foreign governments had subsidized their steelmakers to enable them to sell their product in this country at unfairly low prices.

Such major steelmakers as Armco Inc. and Inland Steel Industries Inc. said they will again resort to anti-dumping suits and other remedies available under existing trade laws if the Bush Administration fails to reach an international agreement ending foreign subsidies by March 1992. According to government officials, foreign governments have provided more than $60 billion in subsidies to steel producers since 1981.

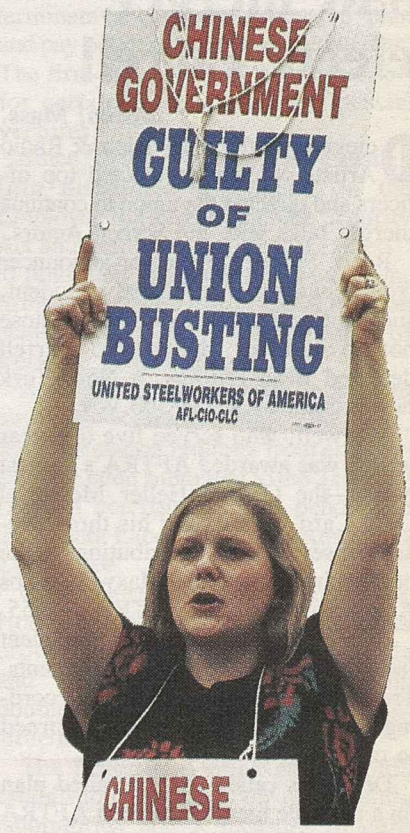
In announcing the truncated extension of the curbs on 29 leading exporting nations—including Japan, South Korea and the 12-nation European Community—Bush conceded that ''for decades, governments have supported their steel producers through subsidies and import restrictions.''

Under the Bush plan, foreign steelmakers will be allowed to increase their share of the U.S. market from the current 18.4 percent level to 20.4 percent between now and March 1992. In addition, Bush offered to let in even more foreign steel during the final two years if America's trading partners ''work with us to restore free and fair trade to world markets.''

Williams said the Administration action ''creates no incentive for our trading partners to be serious. . .'' about a multilateral agreement. Foreign governments and their steel producers will be under no pressure to end unfair trade practices, he said, because they know that ''the American market will soon be open without any rules.''

When the VRAs are ended 30 months down the road, the USWA president said, ''foreign competitors will be handed back by the Bush Administration nearly all the market share which they unfairly seized in 1984.'' Five years ago, imports amounted to nearly a quarter of this nation's steel consumption.

At the legislative conference, congressional leaders outlined the need for a national steel policy and public policy decisions that address the changing global economy and international competitiveness.





Delegates to the Steelworkers legislative conference in Washington are led in a demonstration outside the Chinese embassy by USWA President Lynn Williams to protest anti-union tactics at a Delaware steel mill owned by the Chinese government. The CitiSteel plant has refused to rehire the 600 USWA members who worked there before the Chinese took it over last year.

Child care ready for Congress after August recess

By Candice Johnson

Legislation providing for child care services and early childhood education programs will be sent to the House floor when Congress returns from its August recess.

The Senate passed a child care measure earlier. The August recess for both houses of Congress began Aug. 4 and ends Sept. 6.

The Early Childhood Education & Development Act was reported out of the House Education & Labor Committee as H.R.3. The bill authorizes $1.75 billion to expand Head Start classes, establish before- and afterschool programs and develop child care services for children up to age 13 through community organizations and providers.

The bill, introduced by Rep. Gus Hawkins (D-Calif.), makes available full-day, year-round Head Start programs for working parents, with income eligibility limits increased to allow more working families to participate in the program.

Pre-kindergarten education and before- and after-school care programs would be offered, with grants to states passed on to local school officials. States also would work to improve child care standards, beginning in fiscal year 1993.

Davis-Bacon victory, Page 3

The AFL-CIO supports federal legislation to improve the availability of quality child care. More than half of all married mothers with children under one year of age are in the workforce, while two-thirds of all working women are either the sole support of their families or must work to supplement incomes of less than $15,000.

Many working families are unable to meet the average cost of care for one child that now exceeds $3,000 a year and must resort to leaving their children with poorly trained caretakers or at unsuitable centers. And only 3,000 of the nation's 6 million employers offer any sort of child care assistance.

But both the Bush Administration and some House Republicans have expressed strong opposition to the measure and plan to offer weakening amendments and substitutes when the House takes up the bill after Labor Day.

A Senate bill to offset child care costs with tax credits was rejected by the House committee, but another tax credit proposal has been reported by the House Ways & Means Committee. Hawkins said a tax credit plan would be acceptable only as a supplement to House Education & Labor Committee's child care program, not as a substitute.

Eastern workers map journey for justice

A ''Journey for Justice'' is taking shape as Eastern Air Lines pilots, machinists, flight attendants and union supporters from Maine to Florida are gearing up for the caravan that leaves in Miami on Aug. 11.

Unionists in cars and on foot will hold demonstrations in major East Coast cities during the month-long campaign, to remind the public and members of Congress at home during the August recess that the real Eastern workers are holding the line against unionbusting. AFL-CIO state and local federations also are joining in the effort.

The Eastern unions also received a message of support from Solidarnosc leader Lech Walesa who wrote that the unions' ''endeavors are a clear illustration that trade union rights cannot be taken for granted even in democratic countries'' and expressed ''the fullest solidarity'' with the Eastern strike.

While union supporters held rallies, picketed scab hiring interviews and leafleted Eastern and Continental facilities, more than 400 ALPA members came to Washington to meet

Photos on Page 8

with their representatives to point out the safety threat posed by pairing inexperienced crews in cockpits—what Eastern must do to meet even part of its August schedule.

The Eastern unions are asking trade union activists to urge their senators and representatives to look at: the anti-trust implications of Texas Air Corp.'s liquidation of Eastern; the serious safety questions surrounding Eastern's scab workers, and Texas Air's stripping of Eastern assets prior to claiming bankruptcy, and to urge the Transportation Secretary to intervene in the bankruptcy court on issues like the sale of Eastern's South American routes.

AFTRA pursues SAG merger, elects Farrell

Boston, Mass.

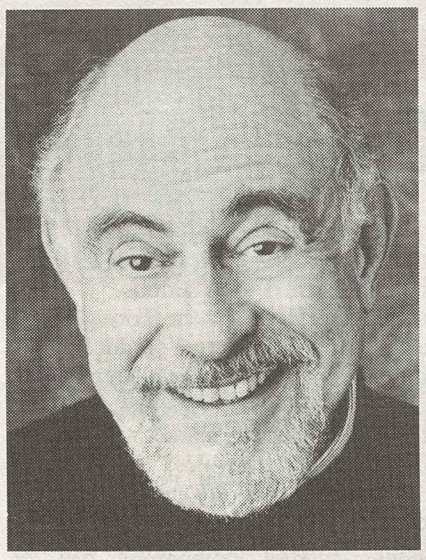
Delegates to the Television & Radio Artists convention elected top officers and directed the union to continue merger talks with the Screen Actors.

Reed Farrell, an actor-announcer from Chicago, was elected president, succeeding Frank Maxwell who chose not to run for re-election. Farrell defeated Brad Phillips, a New York newscaster, by a 717-563 vote.

Maxwell, who served five one-year terms, was awarded AFTRA's highest honor—the George Heller Memorial Gold Card Award—for his three decades of service and contributions to the performing arts unions. Maxwell, a Los Angeles actor, joined AFTRA in 1955.

Also elected were first vice president Jackson Beck and seven vice presidents. Treasurer Kenneth Roberts and Recording Sec. Fred Anderson were returned to office.

Delegates called for a detailed plan on a possible merger between AFTRA and SAG and voted that the final agreement be presented for review to a regular or special convention, with ratification by membership referendum.



Reed Farrell

Executive Director John C. Hall reported on the union's organizing victories and called for a renewed effort to win performance royalties for recorded programs, noting that ''radio stations fill more than 75 percent of all commercial air time with recorded music for which they pay nothing to the artists or recording companies.''

Delegates voted to hold conventions every two years instead of annually and lengthened officers' terms to two years.

Indiana Fed elects Deppert to full term, raises per capita

By Charles W. Hughes

Indiana's labor movement heads into the 1990s with a resolve to restore the economic and political battering workers have suffered in the 1980s.

That course was charted by the 16th constitutional convention of the Indiana State AFL-CIO as the 550 delegates elected new top leaders and increased per capita to 30 cents from 25 cents effective August 1.

Charles C. Deppert of the Machinists was elected president, defeating W. Ken Massingill of the Steelworkers by a vote of 76,044 to 47,212. Jerry T. Payne of the Electrical Workers was elected secretary-treasurer without opposition. Both terms are four years.

Deppert, the federation's secretary-treasurer since 1987, and Payne were chosen by the Executive Board to serve as president and secretary-treasurer, respectively, in February, after then President Ernest C. Jones stepped down for health reasons.

The delegates also elected 18 incumbent and eight new vice presidents to four-year terms. The new vice presidents are: Glen Goss of the Paperworkers; Ron King of the Electronic Workers; Joseph A. Manley of the Carpenters; Mike Mezo and Robert Pastor of the Steelworkers; Louis Ridley of the Oil, Chemical & Atomic Workers; Ted Sauter of the Allied Industrial Workers and Mike Sullivan of the Sheet Metal Workers.

Retired IAM President William Winpisinger praised the delegates for the unity and solidarity they and their unions have mounted in support of the Eastern Air Lines strike which, he said, must be sustained against ''the Frank Lorenzos of every industry in every state.''

''Don't be intimidated,'' Winpisinger urged. ''Stand up for your worker rights and trade union rights. Stand up for democracy.''

Indiana Governor Evan Bayh (D) was the featured speaker at a ''Tribute to Ernie'' salute to Jones. The event for the retired state federation president included a video montage and messages from union and political leaders.

Among other convention speakers were Rep. James Jontz (D), Indiana Secretary of State Joe Hogsett, State Labor Commissioner Ken Zeller and AFL-CIO Regional Director Charles Stott.

Pendulum swings our way next, Idaho convention delegates told

Lewiston, Idaho

''The pendulum is swinging back to labor's side,'' Vice President Sara Palmer Amos of the Food & Commercial Workers told the Idaho AFL-CIO.

Other speakers during the two-day convention echoed that theme. Delegates heard from Idaho Gov. Cecil Andrus, Rep. Richard Stallings (D) and Judith Heh, secretary-treasurer of the Pennsylvania AFL-CIO.

The 100 delegates voted to increase the per capita rate to 17 cents. Other resolutions called for support of a bill in the Idaho legislature regarding ''fair share'' payments from all workers for collective bargaining services, a move undertaken since the 1986 passage of a so-called ''right-to-work'' law.

The convention also pledged to win improvements in the state's minimum wage, now $2.30 an hour.

State AFL-CIO Sec.-Treas. Edward Kobe of the Operating Engineers was elected to his third two-year term and long time Vice President Ed Johnson of the Woodworkers was also re-elected. President Jim Kerns's four-year term expires in 1991.

Decision appealed on hospital units

Chicago

The AFL-CIO, the National Labor Relations Board and the American Nurses Association have appealed a federal judge's ruling that knocked down the NLRB's new rule establishing the makeup of eight bargaining units for acute care hospitals.

Judge James B. Zagel of the U.S. District Court for Northern Illinois held that the NLRB exceeded its rulemaking authority under the Taft-Hartley Act. He also permanently blocked the rule's May 22 effective date. The Chicago-based American Hospital Association had challenged the rule.

AFL-CIO attorney David Silberman said the federation's appeal was filed Aug. 1 and asks for expedited consideration. The federation and the AFL-CIO Building & Construction Trades Dept. had filed amicus briefs in the case. In Zagel's 29-page ruling, the federation and the nurses' group were granted intervenor status.

The NLRB rule followed from two previous court decisions, known as St. Francis I and St. Francis II, and provided eight categories for union units—registered nurses, physicians, all other professionals, technical employees, skilled maintenance workers, office and clerical employees, all other non-professional employees and guards.

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LEGISLATION

Action on minimum wage awaits return of Congress

Congress recessed for its August break without further action on minimum wage legislation or the capital gains tax, but House and Senate committees did approve some key bills supported by labor.

Child care story, page 1

Congressional efforts to increase the minimum wage—which has not been raised from its $3.35 hourly rate since 1981—are on hold while the House and Senate leadership consider further action. On Aug. 2, the Senate Labor & Human Resources Committee by voice vote approved a measure boosting the hourly minimum to $4.55 over three years—the same bill vetoed earlier.

Even that increase would keep low-wage working families trapped in poverty, the AFL-CIO said, pointing to government budget estimates that indicate a $6.08 hourly wage is needed for a family of four to escape the federal poverty level.

After Labor Day, the House Ways & Means Committee will continue its consideration of tax changes, including a cut in the capital gains tax rate, when Congress returns after Labor Day. The AFL-CIO is urging that no change be made in that tax structure, stressing that investment income should be taxed at the same rate as are wages or salaries for those who depend on a paycheck.

A caucus of House Democrats this week reached no decision on the measure which would cut the top rate from 28 percent—33 percent in a few cases—to 15 percent.

Legislation aimed at keeping company managers from raiding workers' pension plans was approved by the House Education & Labor Committee. This labor-supported bill, H.R. 1661, would ban pension terminations and reversions which allow employers to terminate a company's pension plan and pay out only benefits earned to date. The firm then uses the "excess assets" for corporate takeovers and financial ventures.

Since 1980, when a West German firm discovered a loophole in the Employee Retirement Income Security Act and used so-called "excess assets" to fund their takeover of a food chain, firms have raided nearly 2,000 pension plans, walking away with $20 billion of workers' pension money.

A temporary moratorium on pension terminations ended in May. Since then, 600 termination requests from employers have been submitted to the Treasury Dept. A companion bill is pending in the Senate Labor & Human Resources Committee.

Other legislation pending in both the House and Senate includes measures providing national standards for family and medical leave and prohibiting double-breasted operations in the construction industry.

The House also will consider a bill establishing standards for drug testing laboratories and a measure to curb employer abuse of high-tech computer and telephone monitoring.

AFGE cites impact of base closings

Outlines steps to ease burden on 24,000 government workers

Greater efforts must be made now to reduce the economic impact the closing or downsizing of 145 military bases by 1995 will have on about 24,000 federal workers, the Government Employees said. A Defense Dept. official estimated that two-thirds will be able to find new federal sector jobs.

At a hearing before the House Post Office & Civil Service's subcommittee on human resources, AFGE Vice President Rita R. Mason disputed DOD's estimate, which the official said was based on past experience. That gauge "doesn't mean beans today," Mason said. "Maybe you could (place 63 percent) in New Mexico, but it doesn't mean you're going to be able to do it in New York City."

She urged that early notification of closure or cutbacks be provided workers, noting that the Air Force is the only service to have set a timetable for realignment and closures.

"From a worker's point of view, time is the most important ingredient for planning and implementing his or her individual strategy for re-employment," she emphasized.

Citing communications as a necessary ingredient in assuring a smoother transition for workers, Mason advocated that "AFGE local presidents be included as full participating members of base closure committees.

Subcommittee Chairman Rep. Paul E. Kanjorski (D-Pa.) said that "the workers and their representatives have been left out of the loop." They will be put "back in the loop" as union representatives will sit on committees at closing bases, ensuring a channel of communication.

Greater efforts must be made now, she said, to reduce the overall economic impact of the workers involved. Mason expressed concern that the Defense Dept.'s priority placement procedures will be able to handle simultaneous base closures.

Feedback from AFGE members shows that the Office of Personnel Management's interdepartmental personnel placement system is "not effective," Mason said. Congress should see that the OPM system is improved, she said, noting that the "necessary investment. . . would be economically justified by cost avoidance for severance pay, dislocation costs, job training and unemployment insurance."

Mason urged that the affected federal workers be reimbursed for dislocation costs for travel, personal property shipment and offset of real estate sale and purchase.

She said changes should also be legislated to make early retirement more effective by liberalizing the age and service requirements. She said the changes should include age 55 with 15 years' service and age 57 with five years' service, eliminate the 2 percent annual penalty for retirement prior to age 55, and address the tax penalties associated with taking a lump sum distribution before age 55.

Rep. Larry J. Hopkins (R-Ky.) has introduced legislation to permit about 900 employees to retire early even though they do not have the requisite years of service.

Mason also suggested that the Defense Dept. assess its contracting out programs and compare in-house bids with private sector charges "to potentially expand the available number of federal jobs in DOD." Further, current contracting out studies being conducted at bases slated for closure should be cancelled, she said.

Maritime Trades underscore need to implement national sealift policy

The Bush Administration should adopt the sealift policy developed by the National Defense Transportation Association, the AFL-CIO Maritime Trades Dept. said in congressional testimony.

The lack of a coherent national maritime policy continues to present a growing danger to the national security, MTD President Michael Sacco said in testimony before the Senate Subcommittee on Merchant Marine.

Sacco also supported creation of a Cabinet-level position with oversight of maritime affairs, noting that the Soviet Union has long had an entire ministry devoted to its merchant marine, which has grown substantially in recent decades.



Michael Sacco

Sacco, who is president of the Seafarers, told the subcommittee that the evidence of problems affecting the maritime industry and sealift capability are well documented. "The time for study is over. The time for implementation of corrective measures, arising from a well thought-out maritime program, is now," he said.

The NDTA's 11-point program touches on many of the pressing needs identified by the Commission on Merchant Marine & Defense. It could be an important first step to setting a national maritime policy, Sacco said. But "we hasten to add the program is short on specifics as it applies to the future vitality of the private fleet when operating outside of military functions."

The U.S. merchant fleet has fallen to just 387 vessels. Sacco pointed out that in October 1982, when the fleet contained 522 vessels, Vice Admiral Kent Carroll, former commander of the Military Sealift Command, questioned whether the United States could have mounted a naval response equal to that which the British put together in Falkland Islands. At that time, the British had twice the number of merchant ships that the United States had.

In his testimony, Sacco said the future of the fleet depended heavily on the Administration's stance on the issue. He recalled Bush's campaign statement that he was "committed to a comprehensive maritime policy with the ultimate goal of restoring the United States maritime industry in the interests of economic and national security. . . Without such emphasis, the United States will face a serious deficiency in manning, construction, training and spare parts capability."

House votes 223-201 to alter Davis-Bacon reasonably, not gut it

By a 223-201 margin, the House adopted a labor-supported amendment to Davis-Bacon prevailing wage requirements on defense projects.

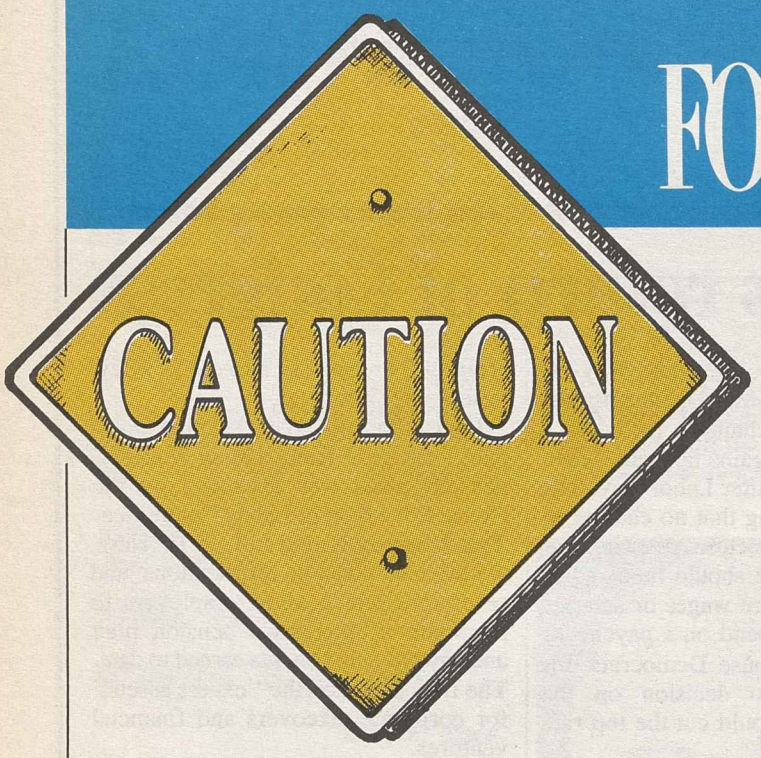
The amendment to the defense authorization bill was offered by Rep. Austin Murphy (D-Pa.). It called for the exemption from Davis-Bacon coverage of federally funded construction projects under $50,000 and repair and renovation contracts of less than $15,000.

Murphy offered his bill as a substitute for an amendment offered by Rep. Charles Stenholm (D-Tex.) that would have exempted contracts of $250,000 or less from paying prevailing wages.

Leo Zeferetti, legislative representative for the Building & Construction Trades Dept., called the vote an important victory that indicates labor's efforts to achieve Davis-Bacon reform.

AFL-CIO legislative representative Jay Power said the vote was reaffirmation of congressional support for realistic, labor-supported reform of the prevailing wage law. By adopting the Murphy bill, Congress demonstrated its determination to preserve the important purposes of the Davis-Bacon Act and to prevent the gutting of the law through the Stenholm proposal.

Raising the threshold from $2,000 to $50,000 for defense projects reflects realistically the kind of adjustment for inflation and other economic changes that should be made.



Retiree Health: Bargaining for the 1990s

By Karen Ignagni
AFL-CIO health care specialist

If what's past is prologue, then retiree health care, may become the most difficult issue for collective bargaining during the 1990s. Frustration over the retiree health care crisis also may push many companies finally to join organized labor in calling for the enactment of a national health care program.

The crisis in retiree health has been brewing for some time. Medical care costs have continued to outstrip the general rise in consumer prices for more than a decade, forcing unions to bargain for maintenance of health care benefits by agreeing to cost-cutting measures. Such efforts have blunted companies' direct attacks on retiree health benefits.

Now, however, retiree health benefits may become the target of a more widespread offensive. The Financial Accounting Standards Board recently published a proposed rule to require that companies, beginning in 1992, disclose on balance sheets and amortize their liabilities for health benefits promised to current and future retirees. The FASB is a private rule-making body for the accounting profession whose actions are enforced by the Securities & Exchange Commission.

Estimates of the unfunded liabilities for retiree health care range from $227 billion by the Accounting Office to $1 trillion by the Washington Business Group on Health. Even at the low end of these estimates, the FASB rule could tremendously affect stock prices and a corporation's capital structure, with firms that do the most for their workers and those with the lowest ratio of active workers to retirees being hit the hardest.

The FASB proposal has wrested the retiree health benefits issue from the human resources departments and hurled it onto the desks of corporate CEOs who will be seeking to minimize the impact on balance-sheet figures by cutting costs or benefits and by gaining federal tax deductions for money spent on the deferred benefits, much the same as the tax break given for pension contributions.

The AFL-CIO's goal is to work with management on a company-by-company basis to calculate accurately the size of retiree health care liabilities and to adopt a comprehensive set of initiatives to contain costs while preserving benefits. Before such strategies can be developed, both sides must analyze a company's situation, noting the economic and demographic trends affecting all employers who provide retiree health benefits.

Five major factors affect the scope of the retiree health benefit crisis:

- Rising costs. Despite a panoply of cost containment initiatives during the past decade, health care inflation is not under control and continues to "eat up" corporate bottomlines. In 1965, 9 percent of corporate operating profits went toward health care; last year the percentage reached a staggering 50 percent.
- Longer life span. In 1900, Americans over age 65 made up about just 4 percent of the population; today they are 12 percent of the population and by the year 2020 will be 20 percent.
- Greater need for medical services by people over 65. Chronic conditions are much more prevalent among the aged, who use hospital services twice as often, stay longer and use double the number of prescription drugs used by other age groups.
- Declining retirement age. Age 62 should no longer be thought of as "early retirement." According to the Conference Board, twice as many workers retire at age 62 than did 12 years ago.

The key element in a company's ability to finance retiree health benefits is the ratio of current workers to retirees. AT&T, for example, can support retiree health coverage from a rather large base of five active workers for every one retiree. At Chrysler Motors, the ratio has hit one to one, while at Bethlehem Steel there are more than two retirees for each active worker. Similar ratios exist in other industries that have undergone heavy automation or severe declines in employment.

- Cost shifting from Medicare to private benefit plans. Almost annually since 1982, Congress has limited eligibility for Medicare, removing older workers who in the past automatically received Medicare coverage once they reached age 65. In addition, the value of Medicare coverage has eroded substantially, shifting a greater burden of the cost of elderly care to employment-based retiree health plans.

Since 1980, health care costs for retirees age 65 and over who are covered by Medicare have tripled. Even though Medicare pays out $7 for each $1 paid by private insurers for persons over 65, the program covers only 45 percent of the elderly's health care expenses, mainly because of high out-of-pocket requirements and excluded services.

Congress almost annually since 1982 has acted to tighten eligibility and coverage under Medicare. Retirees and their private insurers have picked up the tab for added costs, making the employee-provided retiree health care even more important to fill the gaps created in Medicare coverage.

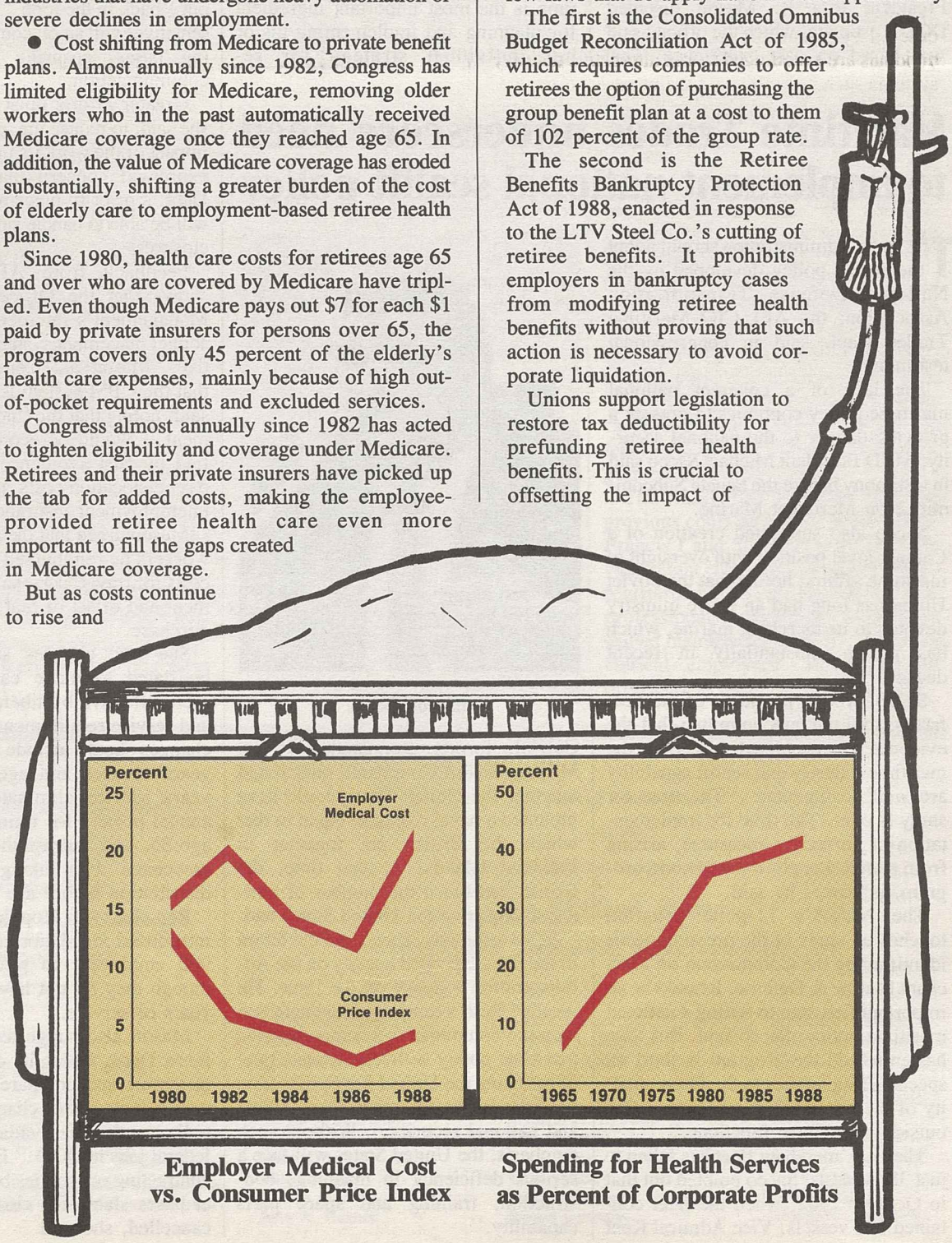
But as costs continue to rise and the 1992 effective date for FASB's rule looms closer, a number of corporations have acted to reduce the retiree care liabilities and others have let their unions know they are contemplating a dramatic benefit restructuring or elimination of such benefits altogether. While current case law seems to uphold the principle that benefits clearly promised to current retirees cannot be cut back, future retirees have no such protections.

Unlike the federal protections afforded to pensioners under the Employee Retirement Income Security Act of 1974, retiree health care has no vesting requirements, participation standards or prefunding to protect retiree health care, and the few laws that do apply have limited applicability.

The first is the Consolidated Omnibus Budget Reconciliation Act of 1985, which requires companies to offer retirees the option of purchasing the group benefit plan at a cost to them of 102 percent of the group rate.

The second is the Retiree Benefits Bankruptcy Protection Act of 1988, enacted in response to the LTV Steel Co.'s cutting of retiree benefits. It prohibits employers in bankruptcy cases from modifying retiree health benefits without proving that such action is necessary to avoid corporate liquidation.

Unions support legislation to restore tax deductibility for prefunding retiree health benefits. This is crucial to offsetting the impact of



Employer Medical Cost vs. Consumer Price Index

Spending for Health Services as Percent of Corporate Profits

"Rather then considering legitimate cost containment initiatives, some employers are interested merely in shifting the burden . . . to current workers."

Health benefits, in crisis for a decade, loom even larger for retirees by 1992

FASB'S proposed requirement that corporations begin to "book" these liabilities. Still, other actions are needed to offer benefit security to retirees, including protections won at the bargaining table. The AFL-CIO is distributing a video and brochure on retiree benefits to help union negotiators nationwide.

To avoid a standoff on this issue, labor and management must begin exploring effective ways to contain the costs of retiree benefits. This includes developing the information systems necessary to determine who is eligible for benefits and what kinds of medical services they need.

The AFL-CIO strongly recommends high-cost case management systems to assure that individuals are treated at the most appropriate and cost-effective facilities, that the numbers of tests and drugs ordered by physicians are monitored, and that individuals are encouraged to join alternative delivery systems such as health care maintenance organizations (HMOs) and preferred provider organizations (PPOs).

Unfortunately, rather than considering legitimate cost containment initiatives, some employers are interested merely in shifting the burden of financing these benefits to current workers. For example, some employers are examining a variety of "defined contribution" plans which include: medical IRAs, placing an annual cap on liability for retiree health care expenses or setting up a scheduled benefit payment or defined dollar system.

Some 50,000 employees of TRW Inc. were affected by the company's dramatic actions to limit health care liability. TRW switched from a defined benefit to a defined dollar system, no longer providing a consistent level of benefits.

Under its plan, TRW would pay $160 a month for a retiree not yet eligible for Medicare and $65 for one who is (double if the retiree has a spouse or dependent). Full vesting is 20 years, with a 10-year employee eligible for just half of the benefit.

TRW's premium can be increased by only 50 percent of the rise of the medical care component of the Consumer Price Index—up to 4 percent of the current premium level. This means as time goes by, the retiree will owe more and more toward his or her coverage.

Some 12,000 salaried employees at Pillsbury Co. are granted one "total value" credit, currently $1,400 for each year of service. This amount, given as a yearly annuity, is used to buy various health benefits.

Quaker Oats Co. made extensive changes in its retiree health plan, linking coverage to tenure and shifting costs and inflation risks onto its employees.

LTV Corp., a steel firm that attempted to cancel its retiree health coverage in the course of bankruptcy, lost a lawsuit brought against it by the Steelworkers over its cancellation.

By moving in this direction, companies essentially decline the opportunity to work with labor on the structural problems affecting the health care system in general and retiree health care coverage in particular.

It is time for both sides to examine whether they are receiving appropriate value for their considerable investment in health care when 25 percent of what we spend on health care is being wasted,



This pamphlet, "Danger Ahead: Negotiating for Retiree Health Benefits," is available from the AFL-CIO Pamphlet Division, 815 16th St. N.W., Rm. 208, Washington, D.C. 20006. Telephone: 202/637-5185. Single copy, 10 cents; $7.50 per hundred.

when research shows that 14 percent of coronary bypass operations and 25 percent of all prescribed lab tests are unnecessary, and when companies that do provide health care—particularly retiree health coverage—find that they are at a competitive disadvantage in both domestic and foreign markets.

It is time to consider what can be done to distribute health care financing more equitably.

Since no one company or union can solve the problems associated with health care, a national legislative solution is needed. An AFL-CIO grassroots campaign will soon be in place to press for a five-point national health care program that would: place a cap on all health care expenditures; assure all Americans access to basic health care services; invest in technology assessment; develop guides for physicians to consult in treating various conditions; and inform about cost and quality of health care services by making materials available to all consumers.

While the retiree health care crisis is uppermost in the minds of business leaders, it is but one manifestation of a far greater problem.

The AFL-CIO hopes that this urgent situation will prompt labor and management to work together in seeking health care reform by containing costs in their own plans and in calling for the enactment of a permanent national health care solution.

THE PROBLEM

Health care costs have risen dramatically over the past two decades, consuming ever larger portions of corporate operating dollars and prompting cost-containment measures that have resulted in either a shift in costs to workers, benefit reductions, or enough of a savings to allow maintenance of benefits.

The Financial Accounting Standards Board's recent proposal that in 1992 corporations begin disclosing their liabilities for future retiree health care has fueled the crisis and led to intense speculation on the extent of that liability, its impact on stocks and how corporate America will attack the problem.

THE SOLUTION

Labor and management, on a company-by-company basis, should work together to develop further cost containment measures that do not reduce benefits, shift costs or eliminate coverage for retirees. The AFL-CIO supports initiatives to assure individuals receive cost-effective quality health care and efforts to encourage use of alternative delivery systems.

Federal legislation to provide universal health care coverage remains labor's goal. The hope is that the crisis in retiree coverage will prompt business leaders to join the call for such action, and to seek other reforms that will contain medical costs. The AFL-CIO is focusing a grass roots campaign on passage of national legislation to cap medical care expenditures, assure access to basic health services, boost research and make information on cost and quality of services available to consumers.

OPEIU increases education, defense funds

Bal Harbour, Fla.

The Office & Professional Employees convention approved increases in strike fund benefits and per capita payments, and established a new fund to help expand participation in the union's regional education conferences.

Monthly per capita will rise on Oct. 1, 1989 by 25 cents a member for locals with 500 or less members, and by 15 cents for locals with more than 500 members. The monthly rate will go up by 20 cents in each of the following two years for locals with 500 or less members and by 10 cents in each year for those with more than 500 members.

Strike benefits, currently $90 a week, will be increased to $100 on May 1, 1990, to $110 a year later and to $120 in 1992.

Delegates approved establishment of a fund to defray the expenses of locals participating in the regional education conferences. Each local union will pay $10 monthly to the fund.

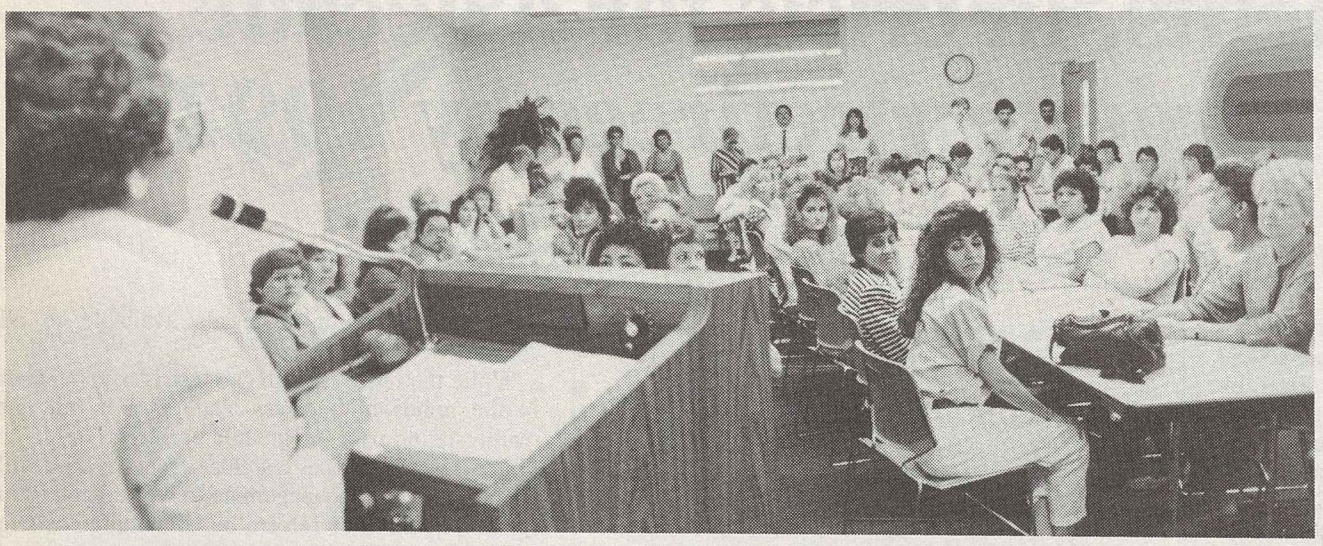
All OPEIU officers—President John Kelly, Sec.-Treas. Gilles Beauregard and 10 regional vice presidents—were re-elected by acclamation.

Kelly detailed organizing and contract gains made by OPEIU members since the last convention, particularly at Adelphi University in Garden City, N.Y., and at Blue Cross & Blue Shield of Milwaukee.

AFL-CIO Sec.-Treas. Thomas R. Donahue said the vitality of OPEIU could be attested to by the managements at Adelphi University and the City of Hope who have faced strong, determined OPEIU members fighting for dignity on the job.

AFL-CIO Vice President Joyce Miller, who is president of the Coalition of Labor Union Women and a vice president of the Clothing & Textile Workers, pointed out that two out of every three new union members are women. What they want, she said, is to be free of sexual harassment and abuse, free of discrimination, to be respected, to be able to achieve what's best for everyone in society and to achieve full equality.

Other guest speakers included Longshoremen President John Bowers, Farm Workers Vice President Arturo Rodriquez, Gordon Wilson of the Ontario Federation of Labor, and Sandra Mickley of the Transport Workers.



OPEIU's Gwen Newton outlines contract proposal for City of Hope bargaining unit.

City of Hope settles with OPEIU

Los Angeles

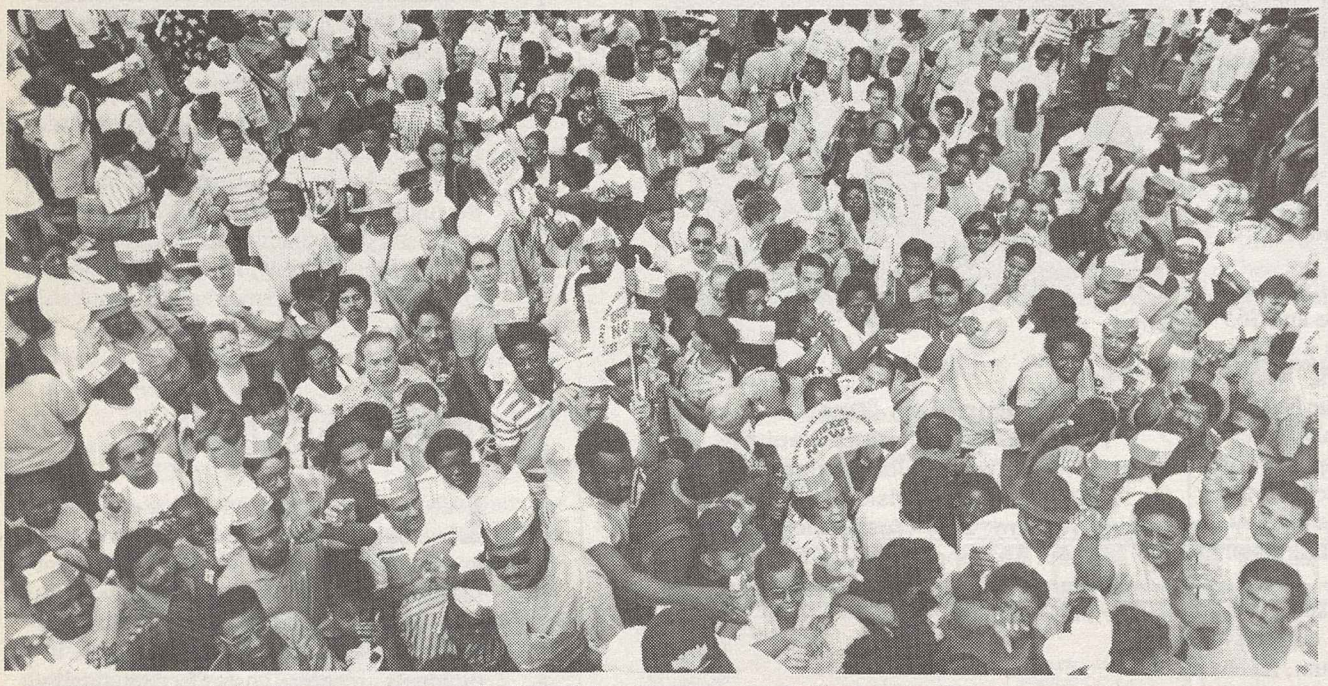
Office & Professional Employees Local 30 reached a new three-year agreement with the City of Hope National Medical Center after nearly three years of stalled bargaining and a suspension by the AFL-CIO of fundraising activities to help City of Hope.

OPEIU President John Kelly said as a result of the settlement, union members across the country can resume contributions to "support the patient care and research at the City of Hope," stressing that their support "made all the difference."

The settlement, ratified by a 182-42 vote, provides wage increases and bonuses of more than 16 percent over the contract term for the 300 workers.

In December 1987 management unilaterally imposed its final offer that included a five-hour increase in the workweek and a minimal 2 percent wage increase for some workers, prompting the union call for an end to the usual contributions to City of Hope.

The OPEIU local credited "a determined bargaining unit and nationwide union solidarity" for helping to win the agreement. Scores of unions and AFL-CIO central bodies participated in the campaign, with City of Hope officials acknowledging its effectiveness.



RWDSU hospital and health care workers rally for a fair contract.

RWDSU members step up New York effort

New York

Hospital and health care workers, frustrated by stalled negotiations and stonewalling tactics of the League of Voluntary Hospitals, are stepping up their campaign to win a new contract.

The 47,000 workers—members of the Retail, Wholesale & Dept. Store Union—have been working without a contract since June 30 and are seeking a settlement comparable to one reached with the Roman Catholic Archdiocese that provides a 17 percent wage increase over two years.

The RWDSU members work in kitchens, laundries and pharmacies and in operating and emergency rooms as aides and technicians. They earn as little as $319 a week, the union said, while some top administrators of the private hospitals receive salaries above the $400,000 mark, with housing, cars and chauffeur service and other benefits provided.

Negotiations with the employer group are continuing but little progress has been made, the union said.

Nurses' attendant Barbara James summed up the workers' frustration last week: "I don't want to strike, but I will if I have to. I need money to live on. I want to move to a better neighborhood, where there is not so much crack, so my kids can go out at night. I give good health care but I can't afford to get good health care."

Seamen aboard reflagged ships sue for wages

Dover, Del.

Eighteen Filipino sailors have sued for the minimum wage for the time they worked aboard the 11 Kuwaiti tankers that were reflagged in the Persian Gulf. The suit charged they and other seamen aboard those ships received less than the minimum wage, the AFL-CIO Maritime Committee announced.

A representative of the International Transport Workers' Federation (ITF) uncovered the apparent wage violations in May when he inspected pay receipts and employment contracts of crewmen aboard three of the 11 ships.

The contracts revealed that able-bodied seamen were paid less that $2 an hour. The Filipino crewmen knew they were being underpaid, but "they were reluctant to complain for fear of being thrown off the ship or blacklisted in the future," said Gert-jan Harmsen, an ITF inspector.

Some crew members were even threatened with arrest and jail if they complained to authorities, Harmsen reported.

The Maritime Committee filed a complaint about the sub-minimum payment with the Labor Dept. in May, said Talmage Simpkins, executive director of the committee. The Fair Labor Standards Act requires that seaman on American vessels receive at least $3.35 for every hour worked. Unlike others covered by the law, however, they get no time-an-a-half pay for overtime.

An estimated 500 seamen may be covered by the suit, which seeks money from private shipping firms, including the Chesapeake Shipping Co. Inc. of Dover, the vessels' registered owner, and the Gleneagle Ship Management Co. Inc. of Houston.

United Pilots regain full pension rights

A United Air Lines policy prohibiting Air Line Pilots over age 60 from contributing and participating in the carrier's pension fund and investment plans violates age discrimination and pension laws, a federal judge ruled.

Judge Prentice H. Marshall noted that pilots over age 60 were denied benefits under the pension program because United forced them to retire at that age. The carrier dropped its mandatory retirement policy in 1982 but continued to cut off those members' access to the plan, a policy the court found to be discriminatory.

United also violated the Employee Retirement Income Security Act which states that "no pension plan may exclude from participation employees who have attained a specified age," the judge found.

Resources

Congressional testimony

Diesel Fumes:
Vernon McDougall, health and safety representative for the Teamsters, testified before the House health & safety subcommittee on hazards faced by workers exposure to diesel fumes in the workplace.

Catastrophic Health:
In a statement to the Senate Finance Committee, the UAW called for changes in the catastrophic health care initiative to protect retirees who are being hit with additional premiums and costs.

Sealift Policy:
Seafarers President Michael Sacco testified before the Senate merchant marine subcommittee on the establishment of a national sealift policy, stressing that a viable U.S. flag fleet and merchant marine is essential to national security and economic well-being.

Pensions:
Communications Workers President Morton Bahr told the Senate labor subcommittee that workers' pensions must be protected from Wall Street raiders and corporate executives looking to skim so-called excess assets.

Steel VRAs:
AFL-CIO international economist Mark Anderson told a House Ways & Means subcommittee that steel voluntary restraint arrangements should be extended to help stabilize the domestic industry while offsetting massive subsidization of foreign steel and excess worldwide capacity.

Drug Testing:
Peggy Taylor, the federation's associate legislative director, told a House Energy & Commerce subcommittee that "carelessly done drug testing—inadequate equipment, personnel or procedures—or inattentiveness to careful protection of individual privacy could be the undoing of an individual's ability to remain a productive wage earner."

RICO Suits:
AFL-CIO legislative representative Ernest DuBester told the Senate Judiciary Committee that the federation supports reform of the Racketeer Influenced & Corrupt Organizations Act—RICO—to curb excessive damages and abuses stemming from private civil RICO actions.

Unemployment Comp:
AFL-CIO Director Bert Seidman outlined the shortcomings of the nation's unemployment compensation system to a House Ways & Means subcommittee, noting that less than one-third of the jobless receive any benefits.

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Employee Benefits Taxes:
In testimony before the House Ways & Means Committee, AFL-CIO legislative representative Calvin Johnson outlined the federation's position on adjusting the tax status of benefit plans.

Conventions slated by AFL-CIO affiliates

This is a list of conventions scheduled for the remainder of 1989 by AFL-CIO national and international affiliates, departments, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
Aug. 7	IUD Executive Council	Chicago
Aug. 7-11	Plasterers & Cement Masons	Las Vegas, Nev.
Aug. 10	Utah	Salt Lake City
Aug. 16-18	Iowa	Waterloo
Aug. 17-19	Montana	Helena
Aug. 17-19	Virginia	Norfolk
Aug. 25-26	Wyoming	Casper
Aug. 28-Sept. 1	Painters	Las Vegas, Nev.
Sept. 2-4	Siderographers	Philadelphia
Sept. 4-8	British Trades Union Congress	Blackpool, England
Sept. 6-8	Connecticut	New Haven
Sept. 11-14	Florida	Orlando
Sept. 11-14	Allied Industrial Workers	Detroit
Sept. 11-15	Amalgamated Transit Union	Las Vegas, Nev.
Sept. 15-17	Vermont	Rutland
Sept. 17-20	Maryland & D.C.	Baltimore
Sept. 18-20	Oregon	Portland
Sept. 20-23	Canadian Building & Construction Trades	Vancouver, B.C.
Sept. 21-23	Washington	Everett
Sept. 21-23	North Dakota	Minot
Sept. 22-24	Nevada	Stateline
Sept. 24-27	Minnesota	St. Paul
Sept. 24-27	Missouri	St. Louis
Sept. 25-27	Nebraska	Omaha
Oct. 2-6	Transport Workers	Bal Harbour, Fla.
Oct. 4-6	Kansas	Topeka
Oct. 4-6	Massachusetts	Boston
Oct. 5-6	Public Employee Dept.	Washington
Oct. 11-13	North Carolina	Atlantic Beach
Oct. 12-14	South Carolina	Myrtle Beach
Oct. 18-20	West Virginia	Charleston
Oct. 20-21	Rhode Island	Providence
Oct. 23-25	Alabama	Birmingham
Oct. 27-29	New Mexico	Albuquerque
Oct. 27-29	New Hampshire	Waterville Valley
Oct. 31-Nov.3	Oklahoma	Afton
Nov. 1-3	Maine	Rockport
Nov. 6-7	Food & Allied Service Trades	Washington
Nov. 6-7	Metal Trades Dept.	Washington
Nov. 7-9	Flight Attendants	Chicago
Nov. 9	Dept. for Professional Employees	Washington
Nov. 9-10	Maritime Trades Dept.	Washington
Nov. 13-15	Horseshoers	Shreveport, La.

AFL-CIO meetings

Aug. 8-9	AFL-CIO Executive Council	Chicago
Nov. 13-16	AFL-CIO Convention	Washington

Newsmakers

Bill Boarman, a Communications Workers vice president from the Printing, Publishing & Media Workers sector, has been elected to a three-year term as president of the sector and a member of the CWA executive board. He succeeds **Robert S. McMichen,** who was president of the Typographical Union when it merged with CWA in 1986. McMichen did not seek a third term.

Boarman, 43, defeated James N. Wood, as assistant to McMichen, in a mail referendum, 13,968 to 9,615.

Sector Vice President **Billy J. Austin** and Sec.-Treas. **Thomas W. Kopeck** were re-elected. Austin defeated President George E. McDonald of Local M-6, 12,145-11,501 and Kopeck beat Sector Rep. Al Rudy, 17,556-6,159.

Gerald F. Scannell has been nominated to head the Occupational Safety and Health Administration. Scannell is director of corporate safety and environmental affairs for Johnson & Johnson, a pharmaceuticals firm.

"We're glad they nominated somebody to head the agency, and glad it was a person with a background in safety and health," AFL-CIO Safety Director Peg Seminario said.

Sheet Metal Workers Sec.-Treas. **Lawrence J. Cassidy** is 58. His age was incorrect in the last issue of the News.



Striding to a drum tattoo, AFL-CIO President Lane Kirkland and SEIU President John Sweeney lead a march for Justice for Janitors in Los Angeles.

AFL-CIO officers finish state tours

Los Angeles

AFL-CIO President Lane Kirkland marched in support of the Justice for Janitors campaign here to wrap up his 1989 meetings with state AFL-CIOs across the country.

Between them, Kirkland and AFL-CIO Sec.-Treas. Thomas R. Donahue made 12 stops at state AFL-CIOs.

They have made similar tours each year since 1981 with an emphasis on question-and-answer sessions with local trade unionists.

Service Employees President John Sweeney joined Kirkland in the Justice for Janitors march in conjunction with Kirkland's meeting with the California AFL-CIO. Los Angeles is one of several major cities in which SEIU is conducting concerted organizing drives among janitors who work for a variety of employers.

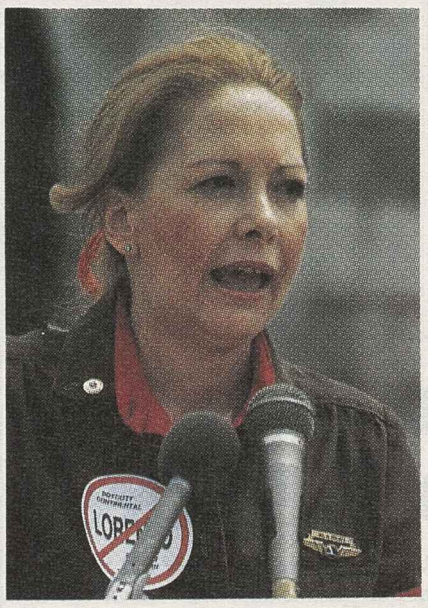
Earlier this year, Kirkland met with similar groups in Florida, New York, Missouri, Ohio and Pennsylvania. Kirkland also visited a number of rallies and picketlines at those locations.

Donahue also made six stops, in Illinois, Massachusetts, Washington, Colorado, Minnesota and Texas.



Earning their wings

Rally at the U.S. Capitol for Eastern Air Lines workers—Machinists, Pilots and Transport Workers—underscores the continuing effort to get the airline flying again under fair conditions. They were joined by hundreds of union supporters as the strike by the IAM entered its sixth month. The EAL unions are calling on Congress to spur federal agencies that have authority to intervene in the Eastern crisis. The Capitol Hill demonstrators heard from top officers of the EAL unions as well as TWU's Lana Holmes and ALPA's Jack Bavis.



Lana Holmes



Jack Bavis

INSIDE

VOLUME 34, NUMBER 16
AUGUST 5, 1989

AFL-CIO NEWS

1 ***Steel industry stung on VRAs***

The Steelworkers and industry leaders blast the plan to end voluntary restraint agreements that had helped reverse the tide of imported steel from subsidized foreign producers.

2 ***Journey for justice by Eastern workers***

Striking Eastern Air Lines workers will begin a "journey for justice" on Aug. 11, starting a month-long campaign on the East Coast.

3 ***Labor wins vote on Davis-Bacon Act***

A labor-backed amendment raising the exemption levels on the cost of defense construction and renovation projects passed the House, 223-201.

4 ***Danger lies ahead in retiree health***

A crisis in retiree health care coverage —caused by rising costs, longer life spans and a shift in who pays—will produce a top bargaining issue in the 1990s.

6 ***OPEIU steps up education, defense***

The Office & Professional Employees convention raised strike fund benefits and per capita payments and set up a fund to boost participation at education conferences.

7 ***AFL-CIO officers finish state tour***

Federation leaders led a dozen state conferences in 1989, the last one in California, where AFL-CIO President Lane Kirkland marched in support of the Justice for Janitors campaign.

UNION YES

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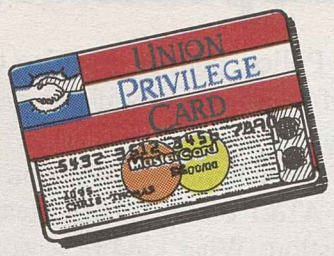
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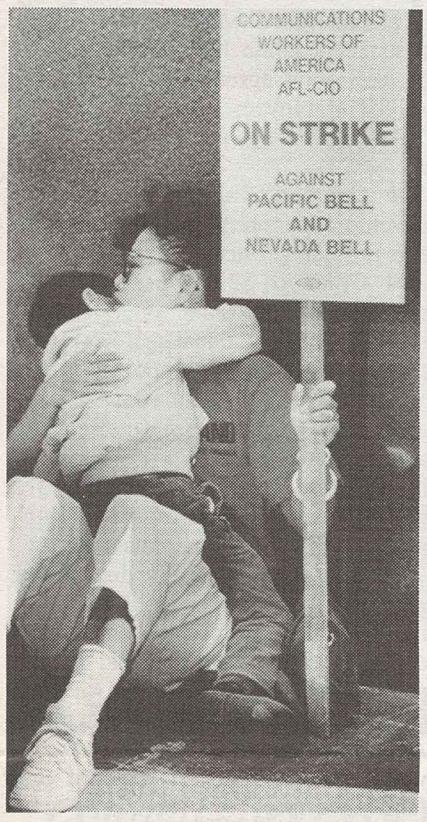
AFL-CIO NEWS

VOLUME 34, NUMBER 17 AUGUST 19, 1989

FOCUS



REDUCED FINANCE CHARGES for union members taking advantage of MasterCard plan—is one of the five key services available through the Union Privilege Benefit Programs launched three years ago. See Pages 6 and 7.



Hug For Mommy—Taking a break from the picket line in San Francisco, CWA member Lisa Dung is embraced by her son, Kristopher.

Senate vote vital on Eastern

Grassroots lobbying stepped up for congressional recess

A grassroots effort to gain more support for workers at Eastern Air Lines is under way, with state and local union leaders meeting with their senators and pressing for help in ending the five-month-long strike.

In a conference call to about 70 state federation officers and regional staff, AFL-CIO President Lane Kirkland said the effort will focus on the Senate, with unionists urged to call on their senators at home during the August recess and ask them to help resolve the Eastern strike.

"Without outside intervention, it is clear that under the auspices of the bankruptcy court, Texas Air and Frank Lorenzo will be permitted to strip the airline, carrying through a 'reorganization' that is really controlled liquidation," he said. "The efforts of the labor movement have been frustrated by the shelter" the court has given Lorenzo and Texas Air, he added.

The AFL-CIO is focusing on the Senate because the House already has acted, Kirkland said, noting that the House passed a bill to establish a presidential emergency board on Mar. 15 by a 252-167 vote "while the Senate has done nothing."

"We want a measure to get to the president's desk; we want our friends to stand up and be counted, and we want action to assist the Eastern workers and help end the strike," Kirkland said.

AFL-CIO legislative director Robert McGlotten outlined plans for state AFL-CIO officials and central labor body leaders to contact their senators and arrange face-to-face meetings in home offices while the Senate is in recess.

The unionists are asking senators to support a fact-finding board and other measures to help end the strike and to communicate support for legislative action to Senate Majority Leader George Mitchell, McGlotten said.

Unionists were asked to invite a delegation of Machinists and Eastern pilots and flight attendants to the sessions with senators, especially in the hub cities of Atlanta, Miami, Los Angeles, Denver, Boston, Chicago, Newark, New York, Philadelphia, Cleveland and Houston. Reports on the meetings are being sent to the regional and national offices, to aid legislative efforts and gauge Senate support for action.



More than 5,000 unionists, showing their support for the strikers at Eastern Air Lines, the regional Bell telephone companies and at Pittston Coal Group, march to Pittsburgh's Market Square. Steelworkers President Lynn R. Williams, UMWA President Richard Trumka and representatives of other striking unions addressed the rally.

CWA and IBEW strike regional Bell companies

More than 200,000 Communications Workers and Electrical Workers remain on strike against NYNEX Corp., Bell Atlantic Corp., Pacific Telesis Group and Ameritech Corp.—four of the seven regional Bell operating companies.

The strikes were prompted by company proposals of meager pay increases and shifting of health care costs to workers.

Another 150,000 CWA members, however, avoided having to strike. They will vote on tentative contracts reached with BellSouth Corp., Southwestern Bell Corp. and US West Inc., after they receive a final bargaining report from the union.

Council statement on Page 8

Bell Atlantic and CWA reached a tentative settlement on Aug. 17 that does not shift health care costs onto the workers, the union said.

IBEW members at Illinois Bell have ratified a new contract.

The health care cost shifting is a common thread in every regional Bell proposal, the CWA and IBEW said. The regional Bells, however, have been highly profitable over the past three years, and the compensation offered to the top management has far exceeded the percentage increases offered to workers.

The CWA and the IBEW are not bargaining jointly as they did with AT&T, but they do have observers at each other's bargaining sessions.

Both reported that NYNEX unloaded a take-it-or-leave-it proposal to shift health care costs to the workers just one day before the old contracts expired on Aug. 5, forcing a strike situation. The proposal require workers to pay premium increases as high as $40 a week by the contract's end, or alternatively, full coverage would continue if the deductibles were hiked to $800 for an individual and $2,400 for a family by 1992.

No negotiations were conducted with NYNEX until the company finally agreed to informal negotiations following the death of a CWA picket in Mount Pleasant, N.Y., on Aug. 14. CWA Local 1103 chief steward Edward G. Horgan, 34, died of injuries suffered when he fell off the hood of a car that an 18-year-old summer replacement drove through the picket line.

Negotiations are continuing at Bell Atlantic, Pacific Telesis and at six units of Ameritech, which insisted on separate contracts for each unit.

Strike lines around the country have been bolstered by trade unionists who have joined the red-shirted telephone pickets and mass rallies have been held in a number of cities, including Pittsburgh (photo above), Boston and New York.

AT&T and Pittston: Tale of Two Companies

By Eugene C. Zack

The contrast could not be more stark. On the one hand is the successful contract negotiated by the Communications Workers and the Electrical Workers—an innovative package of family care benefits that signal American Telephone & Telegraph Co. joining hands with its workers and marching boldly into the 21st century.

On the other hand are efforts by Pittston Coal Group Inc. to eliminate or sharply reduce health benefits, pensions, job safeguards and safety and health protections. The company started by stabbing the other coal companies in the back by rejecting what they what they agreed to.

Now Pittston is backed up by a heavily armed, private paramilitary force and the Virginia State Police, bent on crushing the unaffiliated Mine Workers as if this were the 19th century.

This tale of two companies—Pittston on the one hand, AT&T on the other—clearly poses the question: What kind of a workplace do we want? What kind of labor-management relations do we want? What kind of America do we want?

What Pittston can destroy

The miners' experience with Pittston Coal is a grim reminder of the days when management was free to crush workers because their unions were held by the law to be an illegal conspiracy.

Since April, the Mine Workers has been on strike at the company's mines in Virginia, West Virginia and Kentucky while Pittston aggressively pursues a strategy to end the union's representation of its 2,000 miners.

Affected by the dispute are nearly 7,000 persons—including retired and disabled miners, widows, dependent children and active workers—as Pittston tries to end or sharply cut health benefits, pensions, and job protections.

Council statement on Page 9

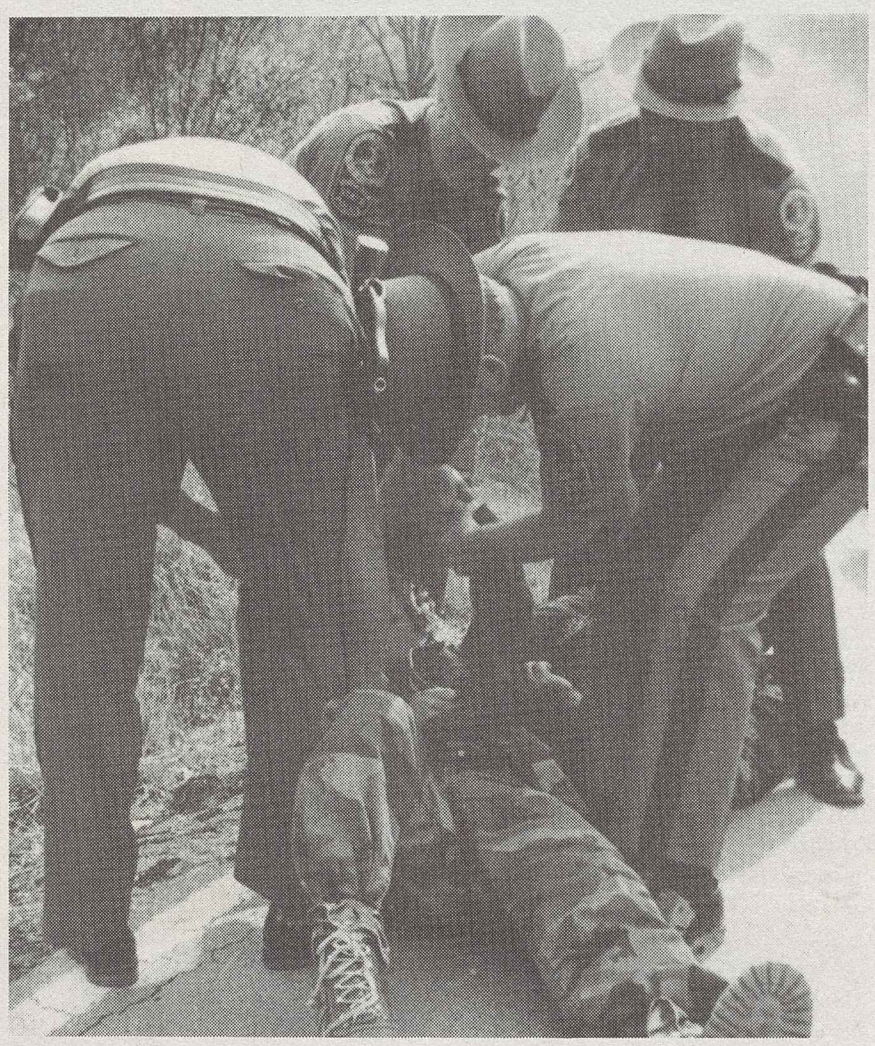
The union has charged Pittston with failing to bargain in good faith, and with conducting a sham corporate restructuring to avoid its pension obligations.

In June 1987, seven months before their contract expired, the miners proposed an immediate labor cost saving of 78 cents per ton in exchange for new job security protections. Pittston flatly rejected it, despite acceptance by its major competitors.

Later that year, the UMWA offered a similar proposal and a no-strike guarantee, if Pittston would accept the terms of the contract negotiated with a multi-employer group from which the company had withdrawn. But management rejected the offer.

When the old contract expired Jan. 31, 1988, the union members voted to remain on the job. Pittston immediately cut health insurance benefits for 1,500 retirees, widows and disabled miners, stopped pension contributions for workers, and ended dues check-off.

Toward the end of last year, the company presented the UMWA with a "take-it-or-leave-it" offer that included a "management bill of rights" that would let Pittston subcontract nearly every UMWA job.



Manhandled by Virginia State Police, a striking Mine Worker is hauled away from a Pittston Coal Group facility in southwestern Virginia. About the same time, some 500 UMWA members helped the AFL-CIO Community Services blood drive in Birmingham, Ala., fill the August gap in Red Cross reserves.

When Mine Workers President Richard L. Trumka denounced the offer as "an economic death warrant for UMWA members, their families and their communities," Pittston walked away and the strike started.

From the outset of the strike, the UMWA and its supporters have peacefully blocked access to the mines. More than 2,500 have been arrested in southwestern Virginia, handcuffed, forced to kneel by the side of the road while state police stood over them with loaded shotguns, then clapped in leg irons and jailed far from their homes.



What AT&T can accomplish

The CWA-IBEW unity team bargained right down to the wire against a strike deadline before winning the breakthrough agreement for 175,000 AT&T employees.

At the heart of the AT&T contract are:

- Creation of a $5 million fund to develop community child care centers and provide services for the elderly.
- Grants of $2,000 per worker to cover adoption costs.
- Extension of unpaid parental leave to one year with full seniority.

Said CWA President Morton Bahr and IBEW President John J. Barry in a joint statement: "We are proud to have broken new ground on child care and elder care—issues of growing importance when both parents work."

Herb Linnen, AT&T's director of media relations, conceded that accepting the union proposals benefits the company, too. "We realize that to compete nationally and globally, we have to attract the best people and keep them. An overriding factor is the degree to which you can relieve some of that family worry."

The family care provisions augment other collective bargaining gains: higher wages, pension increases for retirees, a new profit-sharing plan, a one-third increase in company contributions to the existing savings plan, and a new group legal program.

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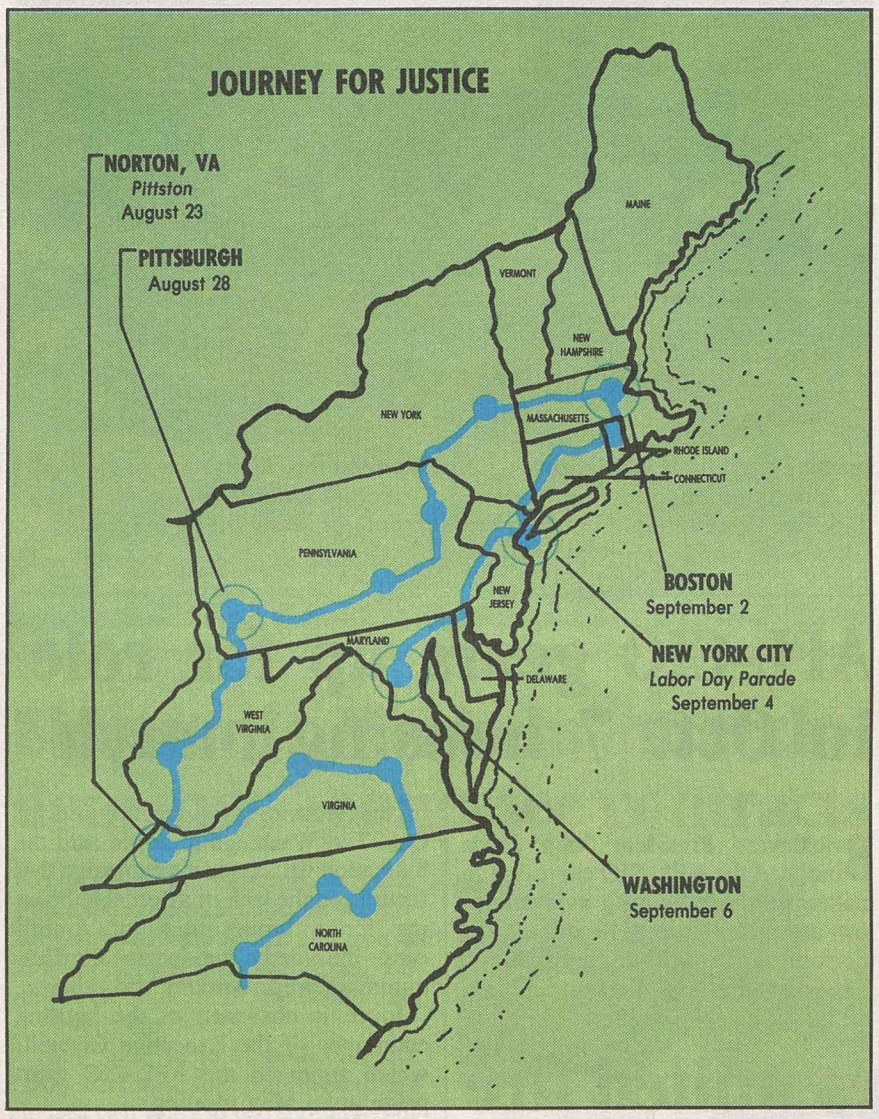
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Journey for Justice marchers heading north



Kirkland to join rallies in Richmond, Pittston site

Union pilots, machinists and flight attendants, who have been pressing their fight to save Eastern Air Lines for more than five months, began a national Journey for Justice in Miami on Aug. 12, with hundreds of union members cheering them on.

The moving picket line and caravan, part of the AFL-CIO Fairness at Eastern campaign, is making its way up the East Coast with stops at Eastern hub cities and other locations. After joining up with trade unionists for the New York City Labor Day parade, the caravan will make its way to Washington for a rally on the steps of the U.S. Capitol on Sept. 6.

AFL-CIO President Lane Kirkland, Sec.-Treas. Thomas R. Donahue and 10 other Executive Council members are scheduled to attend a rally in Richmond, Va., in support of strikers at Eastern and Bell Atlantic on Wednesday, Aug. 23. The entire group plus the presidents of the three unions at Eastern were to move on to southwest Virginia to a Pittston Coal Co. picket line later in the day.

At the journey's start in Miami, ALPA President Henry Duffy told the crowd the march would bolster public support—already stronger—for the Eastern workers.

About 25 unionists are on the road at any one time, traveling on foot or in a caravan of three mobile homes, two station wagons and a van equipped with emergency supplies. Along the way, the unionists are joining picket lines at Eastern and Continental facilities while following their route north.

After a short stop in Ft. Lauderdale, the caravan headed west to Sarasota, Tampa and Lakeland, where they were greeted by groups of union supporters. In Orlando, the Eastern workers joined a rally in front of the Carpenters Hall while the "Spirit of Eastern," a hot air balloon, floated overhead.

Five days after it set out, the caravan rolled into Tallahassee, where unionists marched past the state capitol and were welcomed at city hall by the mayor and other city officials.

Key dates on the rest of the trek include a rally Atlanta on Aug. 20; a demonstration in Richmond, Va., and a stop with Mine Workers strikers at a Pittston Co. picket line in Norton, Va. on Aug. 23; events in Pittsburgh on Aug. 28 and Boston on Sept. 2; the New York City Labor Day parade on Sept. 4, and a motorcade to Washington that will pass through Newark and Trenton, N.J., Philadelphia and Baltimore before reaching Washington on Sept. 6.

Union members can check with AFL-CIO central labor councils for details of events in their areas.

More than 8,000 IAM members have been on strike against Eastern boss Frank Lorenzo since Mar. 4. Throughout the strike, they have had the solid support of the 7,000 TWUA flight attendants and 3,600 ALPA members—as well as the entire labor movement.

AFL-CIO targets health care crisis

Council cites need for reforms to contain costs, improve service

By John R. Oravec

Chicago

America's health care system is on the critical list and needs radical surgery, the AFL-CIO Executive Council declared in calling for a nationwide grassroots campaign to win passage of a national health care program.

The council pledged to work closely with Congress on legislation for a package of reforms that would:

- Control costs.
- Improve quality of care.
- Expand access.

Unions have played a major role in developing the employer-based health care coverage for working families, the council noted. But the health insurance system has deteriorated badly during the past decade because of the shifting economy.

As a result, one in three Americans is without adequate coverage, and 37 million have no health insurance at all, the council statement pointed out. And many employers are now trying to deny coverage to their workers.

With costs soaring 18 to 20 percent a year, union efforts to provide adequate health care coverage have become one of the most difficult issues at the bargaining table, the council said.

Federation President Lane Kirkland stressed that the AFL-CIO's objectives are to launch a "combined federal-state program that will control health care inflation, require all businesses to do their fair share in providing health care protection to employees, provide coverage for the poor and unemployed, effectively monitor the quality of health care and eliminate unnecessary procedures."

Vice President John Sweeney, chairman of the council's health care committee, outlined plans for unions to work with their members and public coalitions in making the facts of the crisis known—with an eye to reaching out to Congress for a solution.

Citing a recent Harris poll finding that 89 percent of Americans support fundamental change in the system, the council said that "now is the time for health care reform."

In other actions, the council adopted statements on the need for affordable housing, opposing capital gains tax cuts, repairing the affirmative action measures weakened by the Supreme Court, improving clean air provisions, and supporting striking members of the

Texts of statements on Pages 8 and 9

Communications Workers and Electrical Workers against regional Bell operating companies as well as the Mine Workers at Pittston Coal Group. It also addressed the hostile takeover of B.A.T. Industries, the plight of workers under communism and efforts for peace and democracy in Central America and Namibia.

The council was briefed on the Eastern Air Lines strike by Presidents George Kourpias of the Machinists, Henry Duffy of the Pilots and George Leitz of the Transport Workers. It also heard President Richard Trumka of the Mine Workers on the Pittston strike.

A panel of pension experts explored the impact of leveraged buyouts on pension funds, as well as adverse effects of pension terminations and reversions on workers and retirees. It also reviewed aspects of employee stock ownership plans.

Programs on infant and child development and the vital role of families were outlined by Dr. T. Berry Brazelton, a national authority on pediatrics, and Bernice Weissbourd of the Family Resource Coalition.

An ad hoc committee of the council headed by Vice President Richard I. Kilroy reported on continuing discussions on the formation of a new constitutional department comprising the federation's transportation unions.

Federation staff reports focused on pending legislation in Congress, organizing functions, community services, occupational safety and health, the Union Yes multimedia campaign, Union Privilege Benefits, as well as a definitive study on multinational corporations.

President Howard D. Samuel of the Industrial Union Dept. discussed the worldwide race by industrial nations for development of high definition television systems.

The council approved a $10,000 contribution for the NAACP's Silent March on Washington that will be held Aug. 26. Sec.-Treas. Thomas R. Donahue also announced that contributions were approved to support the Center for National Policy, Jewish Labor Committee, League for Industrial Democracy, National Democratic Institute for International Affairs, No Greater Love and People for the American Way totaling $64,500.

The next meeting of the Executive Council will be Nov. 11 in Washington, prior to the Nov. 13 opening of the 1989 AFL-CIO convention.

Kirkland reported that Lech Walesa, leader of Poland's Solidarity trade union movement, has accepted the federation's invitation to attend the convention.

Roper poll finds public confidence in labor growing

Chicago

Confidence in the ability of American labor's leaders to make real contributions to society is the highest in the 14 years the Roper Organization has been sampling such public opinion.

Respondents with "great confidence" or "fair confidence" in leaders in the field of labor totaled 59 percent, compared to 50 percent in 1984, 48 percent in 1977 and 50 percent in 1975. The poll was completed July 31, 1989.

In reporting the Roper Poll to the Executive Council, AFL-CIO President Lane Kirkland noted that the findings parallel the Gallup poll taken in the summer of 1988. Gallup found 61 percent of Americans approve of unions, the highest figure since 1967.

The decline in negative attitudes toward labor leaders and unions is also parallel in the two polls. The 1988 Gallup poll showed a 10 percent drop, down to 25 percent disapproval of unions, between 1981 and 1988. The 1989 Roper poll found a 12 percent drop, to 30 percent negative. That figure had been at 42 percent in all the previous Roper polls, 1984, 1977 and 1975.

'Silent March' set Aug. 26 to push for civil rights

By Magda Lynn Seymour

Quiet but proud, marchers on Aug. 26 will protest recent decisions of the U. S. Supreme Court on affirmative action and call on Congress to correct those court mistakes.

The NAACP is sounding the alarm for a Silent March on Washington to protest the undermining of civil rights protections.

AFL-CIO President Lane Kirkland is urging all Washington-based unions to participate and has pledged the federation's full support to NAACP President Ben Hooks. The AFL-CIO Executive

Council statement on Page 8

Council at its August meeting approved a $10,000 contribution for the march and stated its opposition to the recent court rulings.

The statement said the Supreme Court decisions "demand a swift and effective congressional response."

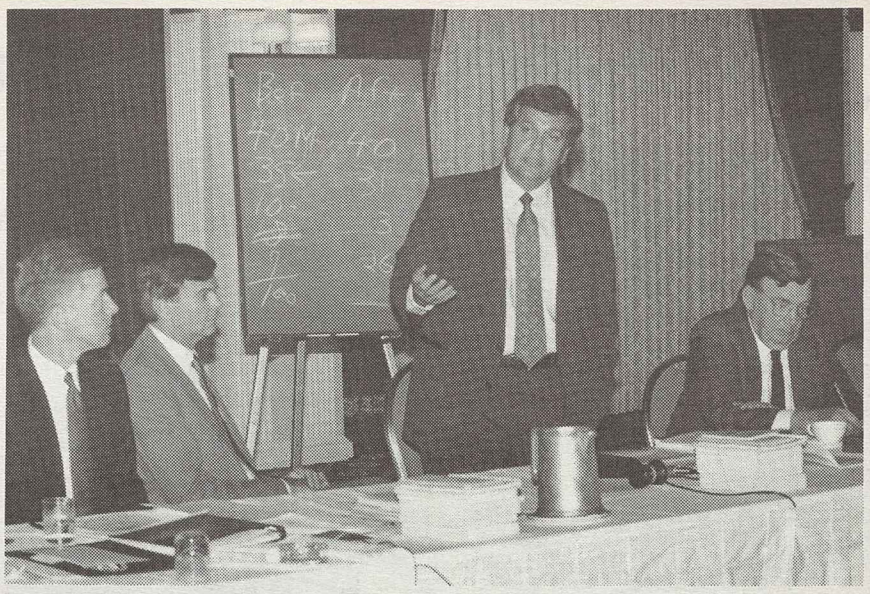
The symbolic march is akin to the historic 1917 March of the NAACP down Fifth Avenue in New York City. The civil rights organization is calling on friends from labor, church groups, community groups and other interested organizations to assemble early on Aug. 26 in Washington D.C. Women are asked to wear white and men requested to wear black, and bring banners identifying their organizations.

Speakers at the march will include: NAACP Executive Director Benjamin Hooks; Rev. Jesse Jackson; Coretta King of the Martin Luther King Center; Joseph Lowery, president of the Southern Christian Leadership Conference, John Jacob, president of the Urban League and others.

The NAACP is seeking to arouse the nation's consciousness on this issue and urging Congress to redress the damage done by the court's decision. Twenty-five years ago the labor movement argued for a federal fair employment law—its time now to fight for it again.

At its August meeting in Chicago, the council also heard an update from the head of its civil rights committee, Frederick O'Neal, on the selection of sculptor Ed Dwight of Denver to create a memorial to A. Philip Randolph. The committee wants a bronze bust on a marble pedestal and has received nearly $83,000 in contributions from unions for the memorial.

There are also plans for a traveling exhibit featuring the Randolph memorial.



Pension Experts brief the Executive Council on the threat to job security posed by leveraged buyouts and the need to protect worker interests through judicious investment of pension funds. From left, Gray Davis, Steve Hester, Gerald M. Feder and Lane Kirkland.

AFL-CIO gears up for role in Oct. 7 housing march

Chicago

Bricklayers President John Joyce outlined the AFL-CIO campaign to make affordable housing available to low- and middle-income Americans and to spotlight the plight of the homeless.

In addition to AFL-CIO participation in the Housing Now march set for Oct. 7 in Washington, Joyce said the federation will conduct a campaign that focuses on the lack of affordable housing for a broad range of Americans—the elderly, two-income families, minimum wage workers and others.

Joyce is chairman of the housing committee of the Executive Council, which approved the AFL-CIO campaign at its May meeting.

The federation is among 50 organizations joining the rally, which was initiated by Mitch Snyder of the Community for Creative Non-Violence.

Fact sheets and other AFL-CIO materials are being prepared on the difficulty of obtaining affordable housing.

Union members will be encouraged to join the Housing Now march and to sponsor buses to bring members to Washington.

In the 1970s, the federal government assisted in the construction of as many as 400,000 urban and rural new subsidized housing units each year, Joyce

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said. But the annual total has been reduced to as few as 50,000 and the ongoing national budget deadlock offers limited prospects for growth in these programs, he said.

With high interest rates weakening the construction industry and housing production, the country must devote more energy and capital to building, Joyce said. Now, "there is no national commitment to provide the resources to fund national housing needs," he noted. Rebuilding that commitment is the purpose of the Oct. 7 march.

B.A.T. takeover scheme draws united fire

The AFL-CIO and affiliates will work with Congress and government agencies, state legislatures and worker organizations worldwide to oppose the hostile takeover attempt of B.A.T. Industries by British financier Sir James Goldsmith.

Bakery, Confectionery & Tobacco Workers President John DeConcini reiterated that determination at a Washington news conference following Executive Council action opposing the takeover bid at its Chicago meeting.

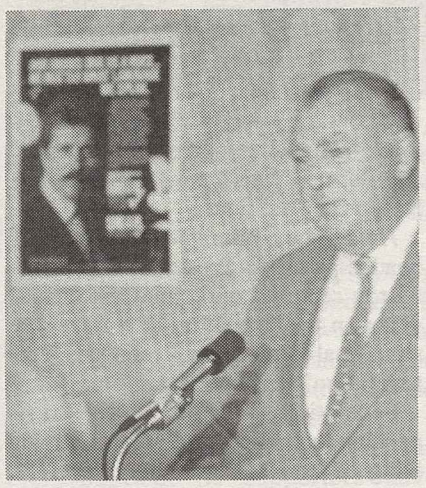
The leveraged buyout—launched last month—threatens the jobs of more than

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55,000 U.S. workers, 6,000 of them unions members.

Several unions—including the Bakery, Confectionery & Tobacco Workers, the Machinists, Paperworkers, Retail, Wholesale & Dept. Store Union, Service Employees, Teamsters and building trades and needles trades unions—have contracts with B.A.T. subsidiaries.

DeConcini said the union movement was concerned "not only about the potential job loss and impact on communities of such a takeover," but that Goldsmith's bid was structured to avoid U.S. securities laws. "This sets a dangerous precedent and is not in the long-term interests of the United States," he said.



Hispanic Union Yes multimedia campaign is outlined at a press conference by Chicago AFL-CIO President Robert Healey and Chicago area Hispanic trade union leaders during the Executive Council meeting. The campaign opens in mid-September featuring television personality Edward James Olmos.

Goldsmith has indicated that all of the U.S. companies—with the possible exception of tobacco holdings—would be sold and $21.3 billion in high-risk junk bonds would be used to help finance the takeover.

Director Rudy Oswald of the AFL-CIO Dept. of Economic Research said that over the past ten years, more than 90,000 jobs have been lost because of leveraged buyouts and corporate raids.

Oswald said the labor movement will also work with state legislatures on ensuring compliance with insurance commission requirements.

The U.S. labor movement received a pledge of help from its counterparts in other countries from Joy Ann Grune, regional secretary of the International Union of Food & Allied Workers' Associations.

American unions also will work with pension systems that call for employee contributions, urging that they not participate in the purchase of junk bonds that might be issued for a takeover attempt, DeConcini said.

Writers Guild and BLE get charters; UTU reaffiliates

Chicago

The number of federation affiliates grew to 89 as AFL-CIO charters were presented to the Brotherhood of Locomotive Engineers and the Writers Guild of America, East, along with the reaffiliation of the United Transportation Union.

The Executive Council voted unanimously to readmit the UTU, which had pulled out of the federation in April 1986. The effective date of the reaffiliation was Aug. 1.

The other two unions had never been affiliated with the federation before.

Before requesting reaffiliation, the UTU reached an understanding with affiliated railroad unions that their representation election campaign at the Springfield Railroad Terminal in New England will continue and would not constitute grounds for an Article XX complaint by the UTU. Article XX is the section of the AFL-CIO constitution dealing with settlement of internal disputes.

The UTU also agreed to drop organizing drives at New Jersey Transit and the Delaware & Hudson Railroad, Chairman Richard I. Kilroy of the council's Transportation Committee reported.

The three unions represent nearly 130,000 active members: the UTU 96,000, the BLE 28,000 and the WGAE 3,200.

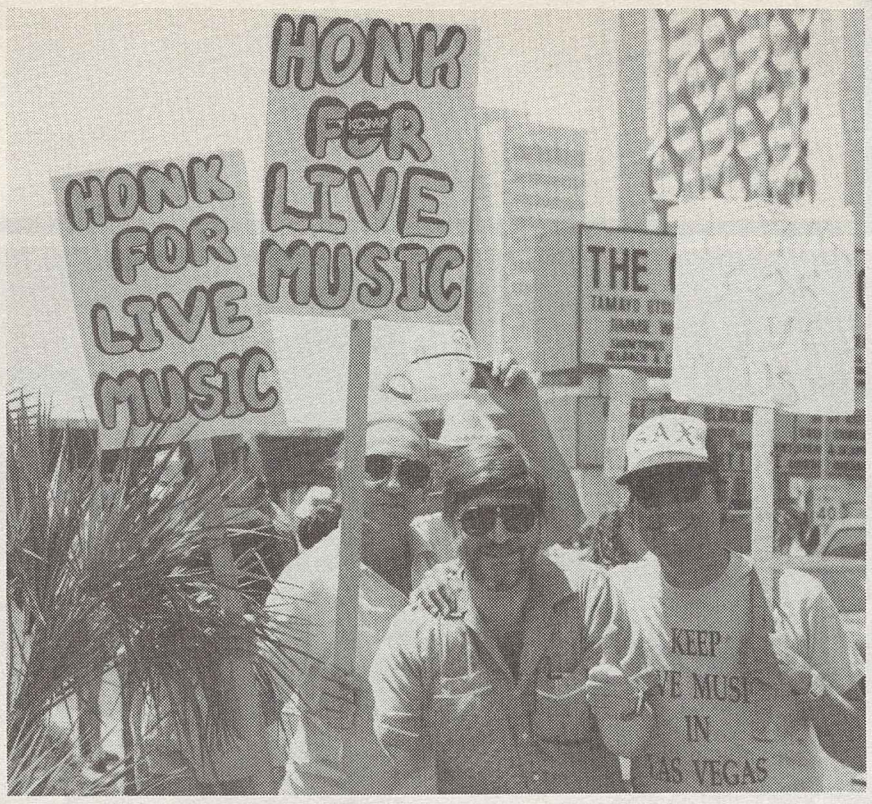
Members of the WGAE voted overwhelmingly in early May to affiliate with the federation. An independent union since its founding in 1954, the New York-based WGAE represents television and motion picture script writers as well as news writers and editors at the ABC and CBS networks and at a number of TV stations.

WGAE's top officials, President Edward Adler and Executive Dir. Mona Mangan, accepted the AFL-CIO charter from President Lane Kirkland at the council's August meeting. The affiliation does not include the Writers Guild, West, whose members work west of the Mississippi River.

Kirkland presented the charter to BLE President Larry D. McFather, who was accompanied by First Vice President R.P. McLaughlin and Sec.-Treas. J.L. Voyk.

The Cleveland-based BLE represents railroad employees in the United States and Canada.

The UTU is a major railroad operating union in the United States and Canada. It was formed in 1979 with the merger of four unions—the Railroad Trainmen, Locomotive Firemen & Enginemen, Railway Conductors & Brakemen and the Switchmen.



Striking Musicians on the picket line rally support from passing motorists.

Two unions change conventions to honor Musician line in Vegas

Las Vegas

Two unions—the Painters and the unaffiliated National Treasury Employees—have pulled their planned conventions out of casino-hotels that are among five struck by the Musicians. The unions took the action after casinos put their final contract offers in effect July 26.

Such decisions were costly for the Painters and the NTEU, but more so for the hotels from which they pulled their conventions. IBPAT President William A. Duval said his union ''fully supports'' the Musicians.

''There is no way Las Vegas can remain the 'Entertainment Capital of the World' with canned music,'' said Duval. ''There's no way that canned music can replace live music in excitement, energy or appreciation for creative talent.''

The IBPAT pulled its 1,200 delegates out of Bally's, which will lose an estimated $6 million to $8 million in total revenues. Bally's dispute with AFM Local 369 centers on the casino's firing of 19 musicians from their ''Jubilee!'' revue and eliminating work guarantees for musicians in the star rooms as necessary ''cost-cutting'' measures.

The NTEU convention with its 600 delegates, was pulled out of Caesars, and held at the Riviera—one of four hotels to sign new agreements with AFM Local 369. The other hotels under contract are the Stardust, Union Plaza and Circus Circus.

Picket lines, at Bally's, Caesars Palace, the Tropicana, and both the Flamingo and Las Vegas Hiltons are being honored by entertainment celebrities.

Sammy Davis Jr., Jerry Lewis, Robert Goulet and Shecky Greene explained their support for the Musicians at a press conference in late July. Since then, singers Connie Francis and Dean Martin and comedian Rodney Dangerfield have refused to cross the lines to perform.

For Francis, the decision was a setback in her long comeback trail and she planned to use the money on three film projects. But she pointed out, ''A performer can't give nearly the kind of show with canned music that he or she can with live music. It would not have the same class or stature or feeling.''

Electronic Workers' march demands Tennessee contracts

Somerville, Tenn.

By the busloads, Electronic Workers from across the South, and from as far away as New York and Texas, converged on Somerville, the county seat of Fayette Co.

They were there to point out that 1,500 workers in four plants voted over the past two years to be represented by IUE Local 282FW. But those workers have been blocked from gaining a first contract by their employers—Troxel, Master Apparel, Somerville Mills, and Langston Bag.

Under a blazing sun, more than 2,500 union members marched three miles from the Fayette County Industrial Park to the county courthouse where IUE Sec.-Treas. Ed Fire, Local 282FW President Willie Rudd; Rev. Joseph Lowery, president of the Southern Christian Leadership Conference, and community leaders spoke out about the struggle of these workers for freedom and justice.

Fire pledged that the IUE ''is here to stay.'' He told the ralliers that no other corporations in Tennessee are so ''anti-people, anti-woman, anti-black, anti-poor, and anti-union as those right here where we stand. Today is the day, however, that we start to turn that around.''

Rudd, noting the opening of Local 282FW's Somerville office a day earlier, said this ''struggle is the struggle of generations of poorly treated workers in Fayette County, workers who have continued to demand a better way of life for their families.''



Mass March of IUE members moves through Tennessee's Fayette County in a campaign to gain fair contracts.

The workers have encountered, Rudd said, what many would call a ''conspiracy'' by factory owners to deny the workers their right to an IUE contract. Management first sought to ignore the workers' rights, then refused to bargain in good faith, issuing ''ridiculous final contract offers'' that were rejected by the workers, he said.

Troxel manufacturers patio furniture, high chairs and other items using metal tubing; Master Apparel assembles men's pants for Botany 500; Somerville produces ladies' lingerie, and Langston makes industrial bags.

Rev. Lowery said the struggle here reminded him of the battle Fayette County workers fought in 1961 when sharecroppers, who were evicted after they registered to vote, built and lived in America's first ''tent city.'' He urged the workers to continue the battle. He emphasized that if employers were ''going to do right by you, they've had 200 years to do it, while the poor get poorer and the rich get richer.''

Some city and county officials, at the urging of the business community, had sought unsuccessfully to prevent the rally and march by denying the use of public school space for meetings and the use of public facilities at the courthouse, Rudd said.

Teachers hail Carnegie study on current student needs

A new approach to education reform that would deal with the problems facing youngsters now in school—instead of just targeting future generations of students—won high praise from Teachers President Albert Shanker.

The head of the 700,000-member AFT praised a report issued by the Carnegie Council on Adolescent Development that, Shanker said, ''recognizes it is not too late to improve the educational opportunities of those students who are already in school.''

The report, ''Turning Points: Preparing American Youth for the 21st Century,'' outlines important strategies to overhaul the education system and improve the quality of schools.

The new study, Shanker said, differs from previous reports ''because its recommendations reaffirm a commitment to the children who are in public schools right now.'' By contrast, he pointed out, other studies aimed at educational reform focus on the classes that won't enter school until the beginning of the next century.

The AFT said the report ''sends a signal that by reworking how and what we teach in middle and junior high schools, we can still save or improve the educational opportunities of our students.''

According to Shanker, the Carnegie report is particularly strong in its recommendations for restructuring middle and junior high schools.

''The report rightly acknowledges that the early teen years are tough for kids, and we must do what we can to make schools more personal, humane places,'' he said. ''Young teens are in a tough spot. For many, the experiences they have in middle or junior high school will make or break their futures. We owe it to them to make their school experiences the best they possibly can be.''

If implemented, Shanker said, the recommendations for creating smaller, faculty-run houses, or schools-within-schools, will make middle and junior high schools more manageable places for students and teachers alike.

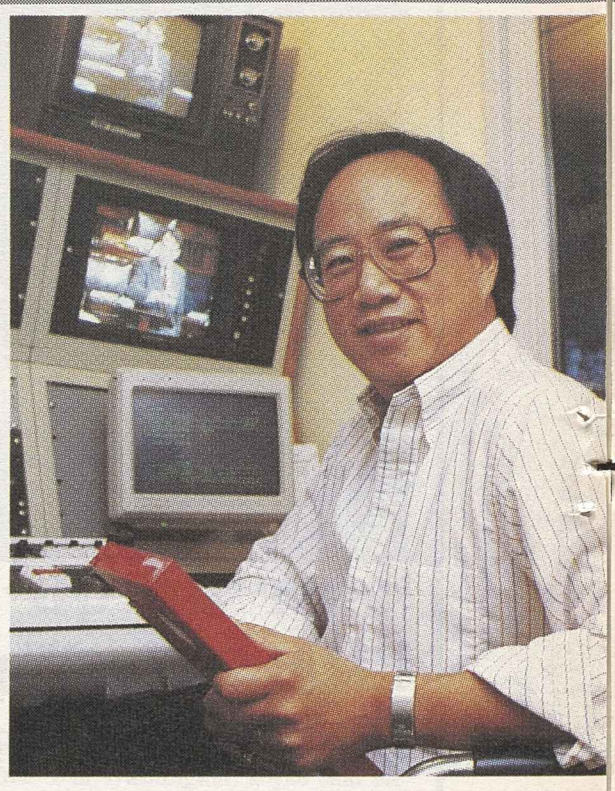
''Right now,'' the AFT president explained, ''most students come out of small elementary schools and are thrown in the middle of a huge, cold, factory-like setting where they are told to move around from class to class, locker to locker. If we create smaller communities within these schools, we will help ease the transition.''

Shanker first proposed the school-within-a-school concept in a speech to the National Press Club in March 1988.

The Carnegie study proposes giving teachers and administrators more responsibility at the school site level. Shanker said the proposal will also help middle and junior high school students by breaking them up into smaller groups taught by teams of teachers. This would let teachers to more closely monitor students' academic needs.

Formation of teams of teachers and students, as proposed in the report, would mean that ''teachers will be able to coordinate instructional materials and track students' development, as well as work more closely with their colleagues,'' Shanker said. Under such an approach, he emphasized, ''everyone would benefit.''

Union Privilege:
using quality to serve members



"We have to look at how, as a union, we can meet our members' needs. I think these programs are helping to accomplish that."
Jim Lee, *NABET shop steward, right*

Three years after Union Privilege Benefit Programs was launched by the AFL-CIO, five benefits are available—each fulfilling the mission of bringing quality benefits and services to American workers at reduced cost.

The five programs offered by UPBP are:

- Union Privilege MasterCard®
- Legal Service
- Life Insurance
- Travel Service
- Health Needs Service

A high-yielding, no-risk savings program will be introduced soon as well as a health insurance plan to protect union members against the loss of their employer-paid coverage.

Future program possibilities include reduced rate mortgages and college loans, and programs to aid members purchasing a new car or home. Also projected is an employee assistance plan to provide members in need of counseling with confidential referrals to qualified counselors prepared to serve union members at reduced rates.

"Our aim is to use the AFL-CIO's size and collective strength in a new way as consumers to develop benefits that will improve the quality of the lives of union members at home and on the job," Union Privilege President David Silberman said.

Tradition of benefits

Although Union Privilege itself has a short history, it is continuing the labor movement's long tradition of serving its members' needs. Many unions began as mutual benefit societies for workers sharing common interests and concerns—long before U.S. law afforded unions any standing or rights to collective bargaining.

"There is a tradition of unions providing consumer benefits to their members, no question about it," according to George Brooks, who had been research director of a predecessor union of the Paperworkers and is professor emeritus at the New York State School of Industrial & Labor Relations at Cornell University. "That's what unions have always done. Serve their members."

New field of opportunity

Local leaders, like Laborers Local 57 Business Manager Benny Irvin, see the Union Privilege benefits as another good way unions can reach out to their members.

Irvin, who has carried a union card since 1936, believes the benefits have "created a new field of opportunity for leaders and especially for members."

"I always hear good remarks about these programs from the members. I think that's because so many have the credit card, and the legal program is one of the best," Irvin said. "These programs really serve their needs. And that helps me, and the union."

Jim Lee, a Broadcast Employees & Technicians shop steward at ABC News in Washington, agrees.

"A lot of our members are recognizing the importance of these programs and services because employers are cutting many of their benefits," said Lee, who also serves as a regional vice president for the union. "We have to look at how, as a union, we can meet our members' needs. I think these programs are helping to accomplish that."

RosaLee Charpentier, a local union vice president in Poughkepsie, N.Y., said she was hesitant at first to promote the programs, particularly after one of her members was turned down for the credit card.

But after hearing from one member who was helped with life insurance and from other members who felt pride in showing off their other "union card," she changed her mind. "These are benefits that help people in their everyday lives. That's why I let my members know they are available," she said.

Bill Lee, a Ladies' Garment Workers local manager said, "I find that these benefits reflect well on the union because it is reaching people outside of work."

According to Lee, the most valuable benefit for his members has been the legal service. He added that he had no idea of its real value until a for-profit legal service provider asked to sell its services to members of the local. "I was really surprised at the cost, $118 per year, per member! The Union Privilege Legal Service is free, and it allows our members to see a lawyer anytime they need one."

Helping members

The legal service, like the other Union Privilege programs, is helping members get more value from their union-won paychecks and receive top quality service. Nearly three-quarters of the members who use this service do so for free.

"Getting a lawyer through the union was a tremendous help for me. I had a small problem. The lawyer told me exactly what to expect and helped me resolve it," said Jean Dearden of NABET.

"My steward told me about the legal service. I don't know where else I could have turned. I'm glad my union was able to help me."

Service Employee Catherine Howlett also found that the benefits can make members' lives a little easier. "My husband and I saved about $500 when we used the travel service for a Caribbean cruise," she said. "This was our first cruise and we enjoyed every part of it."

Top benefits, services at a reduced cost

Union Privilege Benefit Programs was created by the AFL-CIO in 1986 to bring union members and their families high quality benefits and services at reduced costs.

Each program is designed to provide superior service and unique union-only features, like the skip payment provisions during layoff or strike in the credit card and life insurance programs.

While Union Privilege develops and oversees these programs, each union chooses which benefits to offer its members. This means the selected programs become an important part of the wide range of benefits offered by the unions to their members.

Legal Service

This program, the largest of its kind in the nation, makes legal service accessible for union members. Attorneys in the 650 participating offices have agreed to answer members questions and handle simple matters at no cost, and to provide discounts on more complex matters. Three-quarters of the members who use this service do so for free.

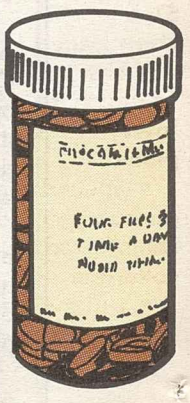
- Free consultation by phone or in person up to 30 minutes
- Free document review
- Free follow-up services to help resolve problems
- 30 percent discount for complex matters
- No annual fee or enrollment charge



Health Needs

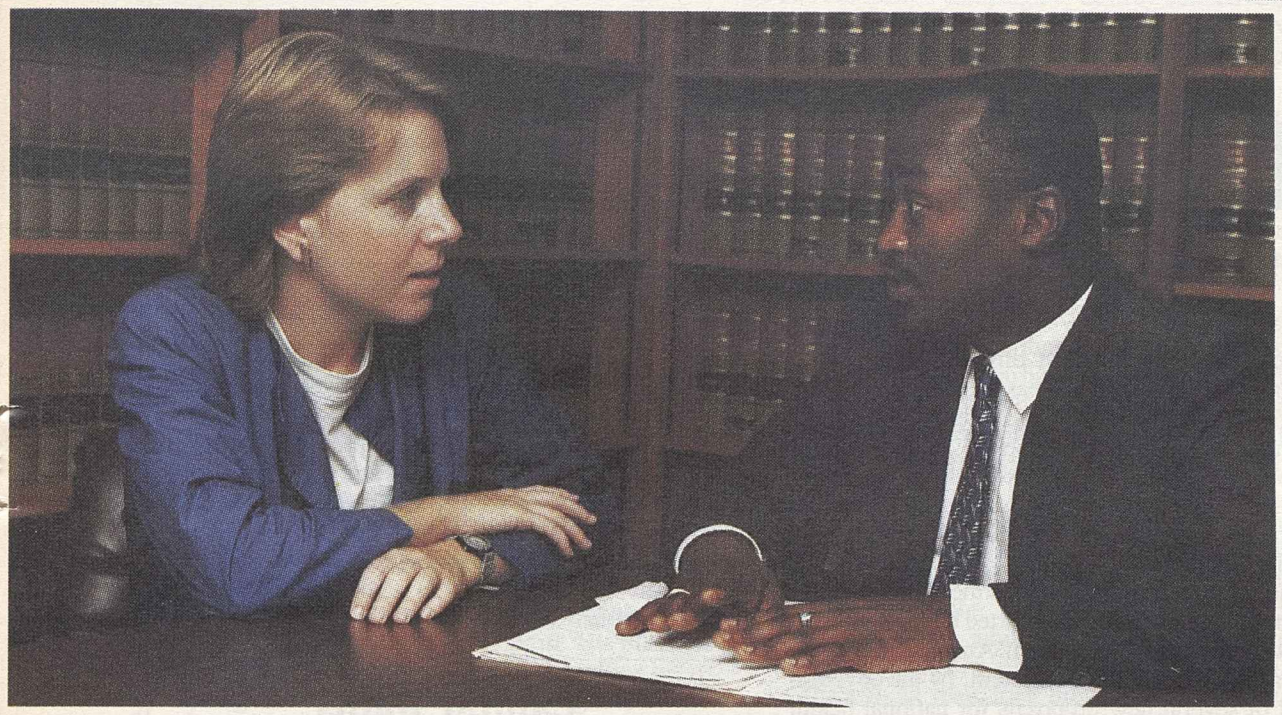
For union members and their families who do not have insurance coverage for their medication, this safe, reliable service can help reduce the high cost of prescription drugs.

- Save up to 30 percent on prescriptions, compared with discount drug stores
- Toll-free hotline to answer questions and order vitamins, health products
- Non-prescription medications, vitamins and other health care products at substantial savings
- All family members are eligible
- "Open credit" during union sanctioned strikes over 30 days



"The purpose is to use the AFL-CIO's size and collective strength as consumers to develop benefits that will improve the quality of lives of union members at home and on the job."

—David Silberman
Union Privilege president



Legal Service—Jean Dearden, left, discusses a legal problem with attorney William Bland. Dearden learned about the legal service from her shop steward and had her problem resolved by Bland at no cost.

Publicity important

With Union Privilege programs, member service can take on a new meaning. But union members can take advantage of these money-saving benefits only if they know about them. And members won't learn about the programs unless they are publicized.

Many local unions are using the many materials Union Privilege has prepared—fact sheets, brochures, press releases, clip art, ad mats and posters—to inform their members about the programs.

In Grand Rapids, Mich., the members of Food & Commercial Workers Local 951 have begun requesting the Union Privilege consumer guide on credit, *Keeping a Healthy Credit Rating,* and applying for the UFCW MasterCard in record numbers since they were publicized.

"They've really become popular," said Todd Regis, the local's member services coordinator. "There were over 100 requests in two weeks. I also had nine phone calls in one day from members who want to take advantage of the legal service. When members learn about the programs, they want to participate."

Regis said the sudden increase in interest came after he distributed materials and included information about them in a brochure for new members.

"It's easy to promote these programs; I just put out the materials and make sure the word gets out," he said. "These programs are making my job easier."

Regis also agrees with many other leaders throughout the country when he says it would be a shame if his members did not know the range of quality, money-saving benefits were available to them through their union.

Judith McCullough, acting director of the SEIU member services department, notes that a recent ad published in the union's magazine for the new Union Privilege Health Needs Service drew 1,000 responses from individual members and requests from local leaders for 10,000 brochures to distribute to their members.

"Advertising really works. And we reach new people every time," McCullough said.



Tammy Hamett, left, uses her Union Privilege MasterCard to take advantage of a discount on Hertz car rentals. Members have saved $150 million in interest and fees with the credit card.

Reaching non-members

At the Indianapolis Star newspaper, Norm Shaw, Newspaper Guild Local 70 president, uses the Guild's Union Privilege programs to help bring in new members.

"We're in an open shop and sometimes it's hard to convince people that their dues are going for something. These benefits help me do that because I can show them something concrete," Shaw said. "It's especially helpful when we're trying to convince new employees to join."

AFSCME leaders are also using the benefits to help convert "free riders" in Florida and Iowa. "The major plea is 'What do I get for my money when I join the union?' And in the past using the benefits has helped us a lot to get people in," said Linda Lampkin, AFSCME director of research. "We're also using it to create members out of fee payers in states like New York. We use the benefits as another organizing tool.

"Overall, the Union Privilege benefits have been well received if the volume of requests for brochures and information from council directors is any indication. Every day we fill request after request for 1,000 of this and 2,000 of that."

Union Privilege Benefit Programs is the resource to which unions can turn to meet a wide range of their members' needs. The programs help make the dollars that members earn go further and makes the union a vital part of their lives at home as well as on the job. And as members turn more and more to their unions to meet a wide range of needs, a stronger bond between the member and the union will emerge.

For More Information

☐ For more information about Union Privilege benefits, contact your union, call 202-842-3500 or fill out this coupon and mail to:

Union Privilege Benefit Programs
1444 Eye Street, N.W.
Washington, D.C. 20005

Name _____

International Union _____ Local _____

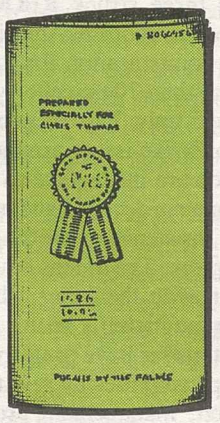
Address _____

City _____ State _____ Zip _____

Daytime Phone _____

☐ I want to receive the Union Privilege News.

Life Insurance



Offers supplemental term life insurance that is designed to complement existing coverage to ensure that members have sufficient protection. More than $1 billion in coverage has been issued.

- Low group rates up to as much as 25% percent lower than comparable plans.
- Special plans offering guaranteed coverage for seniors and those not medically qualified for regular coverage.
- Unique union-only strike, layoffs and lockout skip payment provision.
- No medical exam.

Travel Service

Designed to help members save on their family vacations—one of the largest costs for Americans after a home and car. For frequent travelers, the Travel Plus Club offers many special features and cash back for a low annual fee.



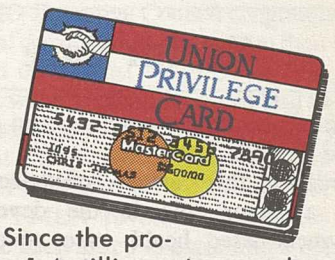
Travel Plus Club:

- 5 percent cash back on travel expenditures
- Short notice vacation discount hotline
- Free $5,000 hotel burglary and $500 luggage insurance
- Toll-free weather hotline and message service

Basic travel service:

- Guaranteed lowest airfare at time of booking
- Hotel, motel discounts
- Hertz rental car discounts

MasterCard



A specially designed credit card to reduce the finance charges and fees paid by union members. Since the program began, some 1.4 million union members have saved over $150 million in interest and fees they would have payed with other credit cards.

- No or low annual fee
- Lower variable rate
- Custom designed card that identifies the card holder as a union member
- No cash advance or check fees
- Free $250,000 travel accident insurance
- Unique union-only strike, layoff and lockout skip payment provision

AFL-CIO
RESOLVED

Executive Council Actions

Affordable Housing

A growing number of workers and their families can no longer find affordable housing.

High mortgage interest rates and rising real estate prices coupled with lagging incomes have lifted the dream of home ownership beyond the grasp of many working families, while skyrocketing rents are squeezing the living standards of these same workers. More than 2 million Americans are homeless largely because of a declining number of affordable rental units and decreasing government assistance.

Adding insult to injury are the recent disclosures of rampant waste, fraud and abuse in the Department of Housing & Urban Development (HUD), where millions of dollars have been diverted from worthy housing initiatives into the pockets of a few politically well-connected consultants. This scandal involving high level political appointees demonstrates the hazards of privatization and contracting out of governmental responsibilities. Administration of housing programs has suffered over the last eight years, as the number of HUD employees has been cut by 25 percent.

At the same time, many programs providing housing for the poor, aged, and disabled have been eliminated or starved for funds. The current abuses are viewed as one more excuse to close down programs.

It is time to recommit the country to sound, affordable housings policies:

1. The AFL-CIO calls upon the Justice Department to fully prosecute the wrongdoers in this HUD scandal, and for the Congress to maintain its oversight responsibilities. HUD resources for monitoring federal programs need to be increased.

2. The AFL-CIO supports legislation now pending in Congress to continue assistance to those currently living in privately owned subsidized housing, to proceed with needed public and other assisted housing production programs, and to develop new financing mechanisms that will help low-income families obtain decent housing. In addition, the Nehemiah Housing Opportunities Grant program, to assist moderate-income families become homeowners, should be made permanent.

3. The AFL-CIO renews its call to affiliates to participate in the rally for ''Housing Now!'' to be held in Washington, D.C., at 12 noon on October 7, 1989. This demonstration will be a visual reaffirmation of the nation's commitment to affordable housing and an end to the suffering of the homeless.

Health Care

America's health care system is in crisis and in need of radical reform.

Throughout this century, organized labor has played a major role in the development of employment-based health care coverage. Until recently, such coverage provided access to care for most working Americans and their families. During the past decade, however, several major structural changes in the economy have undermined the current health insurance system.

The result is a system in which one in three Americans are without adequate protection, 37 million have no health insurance at all, and employers cite domestic and international competitiveness as an excuse for denying health care benefits.

Annual health care cost increases of 18 to 30 percent have made the provision of affordable health coverage one of the most difficult issues at the bargaining table. In many cases, management has sought to shift health costs to employees, forcing them to pay more out-of-pocket. Additionally, a growing number of workers are no longer provided family coverage or cannot afford high monthly premium contributions to insure spouses and children.

The AFL-CIO believes now is the time for health care reform. Our view is supported by a recent Harris poll showing 89 percent of Americans support fundamental change in the system, by the development of several new proposals for national health programs, and by recent joint labor/management statements in a variety of industries calling for a national health policy. In addition, a number of states have passed legislation to improve access to care, and other state legislatures are actively considering the issue.

The AFL-CIO will be launching a national grassroots campaign to explain the erosion of employment-based health care benefits and to work for passage of a national health care program.

Our goal is the implementation of a combined federal-state program that will control health care inflation, require all businesses to do their fair share in providing health care protection to employees, provide coverage for the poor and unemployed, effectively monitor the quality of health care, and eliminate unnecessary procedures.

We will be calling upon national and international affiliates to organize support among union members, employers and local community leaders for passage of national health care legislation that will make affordable health care the right of every American.

Affirmative Action

The right to equal employment opportunity—like the right to union representation and to free collective bargaining, the right to fair minimum labor standards and the right to safe and healthy working conditions—is a hallmark of a civilized society and of a decent workplace.

Twenty-five years ago, the labor movement, recognizing that truth, led the legislative effort to secure a federal fair employment law covering both businesses and unions. While the Kennedy Administration, and others, originally argued that it was impolitic to include such a provision in an omnibus civil rights bill, the AFL-CIO argued that it was unconscionable not to do so. We prevailed.

For the first two decades after the passage of the 1964 Civil Rights Act, the federal courts, with only a few exceptions, interpreted Title VII in a manner that demonstrated the judiciary's commitment to assuring equal employment opportunity to all.

In contrast, the most recent decisions—and most particularly those issued by the Supreme Court this term—demonstrate that the federal courts have lost touch with Title VII's large purposes. The result is that today's anti-discrimination law is only a shadow of what it was just five years ago. The protections that remain are not sufficient to provide women and minorities the justice that is indisputably their due. A legal system that requires an employee who claims discriminatory treatment to unravel the complexities of an employer's personnel policies is in urgent need of revision; that burden should be on the employer.

When the Supreme Court concluded that Title VII did not protect pregnant women from employment discrimination, Congress acted promptly to overturn that erroneous ruling. And when the Supreme Court placed restrictive limits on the federal statutory prohibitions on funding discriminatory educational programs, Congress, once again, provided a legislative correction.

The recent, equally mistaken Supreme Court decisions demand a similarly swift and effective Congressional response. The AFL-CIO will work closely with the Leadership Conference on Civil Rights and with Congressional leaders to prepare legislative proposals that will restore the protections the Court has stripped from the law.

Capital Gains

The AFL-CIO is opposed to any reduction in the tax rate on capital gains—whether temporary or permanent.

There is no sound reason to tax the wages and salaries of working people at a higher rate than the profits made by the wealthy on their sales of stocks, bonds, real estate and other property.

The reimposition of a new low capital gains tax rate will destroy the cornerstone of the 1986 Tax Reform Act. That legislation's major accomplishment was to stop the tax distinction between the capital gains of the wealthy and the ordinary income of everyone else. By doing so, the 1986 Act ended one of the most costly and unfair elements of the nation's tax structure and did much to eliminate the ''tax shelter'' industry. Indeed, the consensus to sharply cut the progressive rate structure enacted in 1986 was based on the elimination of the capital gains preference.

The capital gains reduction proposed by President Bush would primarily benefit the wealthy. The three percent at the top of the nation's economic ladder would get 80 percent of the tax benefits. Taxpayers in the $200,000 and above range, if the President has his way, would receive an average tax reduction of $25,000.

The President's advocacy of this measure is particularly callous in the light of his veto of a measure to provide a few cents per hour for the nation's minimum wage workers.

CWA and IBEW on Strike

On August 6th, 157,000 members of the Communications Workers (CWA) and Electrical Workers (IBEW) struck three Regional Bell Operating Companies (RBOCs): Bell Atlantic, NYNEX and Pacific Telesis.

With combined annual profits of more than $3.5 billion, the three struck RBOCs are among the wealthiest corporations in America. During the past four years, compensation for top management increased more than 70 percent, while workers' base pay increased only 7 to 10 percent.

The major strike issues are the companies' wage offers, which are inadequate to allow union members to maintain a decent standard of living, and the companies' insistence on shifting rising health care costs to workers. The unions have proposed that the RBOCs join with them in pushing for legislative solutions to the nation's health care crisis, but the companies thus far have preferred to abdicate their societal responsibilities by relying on cost-shifting.

In addition, management proposals would discriminate against clerical workers, most of whom are women, by providing them lower base wage increases than those offered to craft and repair workers, thereby widening the wage gap that the unions have fought to close through years of aggressive collective bargaining.

The RBOCs are highly automated. In order to ef-

fectively confront these information industry giants, trade unionists must adapt their tactics to reflect corporate high-tech capabilities. This means augmenting the visible CWA and IBEW picket lines by engaging in acts of social protest that will, in effect, honor an "invisible picket line" surrounding the companies' electronic networks.

The AFL-CIO calls on all members of the general public, and especially trade unionists and their families, to advise the local subsidiaries of Bell Atlantic, NYNEX and Pacific Telesis that they will defer payment of their telephone bills until the strikes are settled.

B.A.T Industries Takeover

A highly-leveraged hostile takeover attempt of B.A.T. Industries, recently initiated by British financier Sir James Goldsmith, threatens some 55,000 American workers, including members of the Bakery, Confectionery & Tobacco Workers, Machinists and the Retail, Wholesale & Department Store Union.

The company owns and operates Saks Fifth Avenue and Marshall Field's department stores, Farmers Insurance Group, Brown & Williamson, and Appleton Papers.

Goldsmith has a well-deserved reputation as a corporate raider and greenmail artist. His previous acquisitions have been typified by the selling off or closing down of company assets, significant job losses and wage reductions, and the use of employee pension fund money to help finance the deals.

Recently, an "unsuccessful" hostile attempt by Goldsmith to acquire Goodyear Tire & Rubber Co. netted him a huge profit as he sold out his holdings for greenmail and forced Goodyear to accumulate massive new debt fighting the bid. As a result, Goodyear closed a Cumberland, Md., subsidiary and 800 workers lost their jobs.

Goldsmith's current bid for B.A.T. has been explicitly structured to avoid U.S. government securities laws. It would be financed in large part through high-risk junk bonds and cash generated from the subsequent breakup of the company's American subsidiary, BATUS Inc.

The AFL-CIO opposes this takeover because it is yet another example of how the recent leveraged buyout craze severely hurts workers and their communities and jeopardizes long-term economic progress. As in so many other cases, the Goldsmith bid for B.A.T. would likely result in arbitrary job losses, wage and benefit reductions, and the raiding of workers' pension funds.

Clean Air

The Clean Air Act of 1970 set ambitious goals for improving the nation's air quality and protecting citizens against hazardous pollutants. Cleaner air is in the nation's best interest, and the attainment of this goal is an objective the AFL-CIO strongly supports.

While the Clean Air Act has significantly improved air quality in the United States, its goals have yet to be fully realized. Numerous metropolitan areas remain in noncompliance with the national ambient air quality standards for ozone, carbon monoxide and fine particulates. Acid rain threatens forests, streams and lakes in some parts of the country, and toxic emissions from smokestacks pose substantial health risks.

Strong and effective measures are needed to mitigate these threats to the health of Americans and to preserve and enhance the quality of life on our planet. With a realistic timetable and a proper regard for economic growth, the goals of the Clean Air Act can, and must, be met without significant job loss or dislocation.

Recently, the Administration and Congress began the process of rewriting and reforming the Clean Air Act. We believe this overhaul should include passage of amendments that will improve attainment with national ambient air quality standards, limit acid rain emissions, strictly control the release of toxic substances into the air, and prevent major catastrophic chemical accidents.

The AFL-CIO will cooperate with congressional leaders in the development of legislation that will significantly improve the environment for workers, families and communities, while fully recognizing the need to enhance the vitality of, and maintain employment opportunities in, America's construction, industrial and mining base.

Miners' Strike at Pittston

Members of the United Mine Workers of America in Virginia, West Virginia and Kentucky are locked in a struggle provoked by the Pittston Coal. The company's campaign to destroy collective bargaining is spearheaded by a heavily-armed private paramilitary force and supported by state troopers and court orders.

Months before its contract with UMWA expired, Pittston signaled its intention to force a strike by repudiating the industry-wide agreement negotiated with the nation's leading coal companies. For two years, it has refused to bargain in good faith, flatly rejecting every effort by the union to negotiate a settlement.

The company precipitated the strike by reneging on its commitments to the multi-employer pension and health plans and arbitrarily cutting off benefits to retired and disabled miners and widows. With its private army already in place, the company began hiring scab miners and drivers as soon as the strike began.

Virginia public officials quickly dispatched a large number of state police to help Pittston keep its mines open, and state courts, siding with the owners, have brought about the arrest of more than 2,500 UMWA workers while exercising their constitutional and statutory rights of peaceful protest.

Throughout their long ordeal, the strikers have been sustained by an exceptional display of community support, along with an outpouring of assistance from their brothers and sisters in the unions of the AFL-CIO.

State and local AFL-CIO central bodies have mobilized their resources, and through the federation's community services network, trade unionists have supplied truckloads of food as well as financial aid to the miners and their families.

The AFL-CIO calls upon all of its affiliates and all men and women of good will to support the United Mine Workers of America in every possible way until social and economic justice have been won at Pittston.

Workers and Communism

Today, more than seventy years after the Communist experiment was launched, workers by the millions are pronouncing it a failure, in economic, social, cultural, and political terms, and embracing the principles and practices of free and democratic trade unionism.

In the Soviet Union as in China, in Hungary as in Poland, workers are rising up in peaceful movements which seek the establishment of democracy. While each of these movements is very different, each has been propelled by a profound social and economic crisis, and by a natural hunger for freedom, cultural identity, and basic human rights.

In the USSR, economic decline is measured not only in statistics but in the reality that mine workers get only one bar of soap per month, that already cramped housing is crumbling, and that running water is available only part of the day. In Poland, the standard of living continues to decline, and with it the environment. In Hungary, poverty and unemployment are growing and in China, an economic expansion fueled temporarily by Western investment is coming to a standstill.

Half a million mine workers in the Kuzbass region of Siberia and the Donbass region of Ukraine have risen to assert their basic rights. Their strike movement is evidence that Soviet workers will be a major force in the struggle to build democracy in the USSR in the years ahead.

In addition to revealing the appalling conditions under which Soviet workers toil, the strike movement exposed the irrelevance of the USSR's state-controlled trade unions. Workers pushed aside the unions affiliated to the discredited All-Union Central Council of Trade Unions, which sat on the management side of the table, and bargained for themselves.

There are reports that the independent strike committees will now function as part of a nationwide coordinating group...

In Poland, the worker struggle led by Solidarnosc has made the greatest gains. Yet Polish workers confront immense obstacles that are the product of decades of Communist misrule. Nonetheless, the triumph of Solidarnosc in June elections, where it swept all but one openly contested seat for the Senate and the Parliament, is evidence of the broad support for the idea of free trade unionism and democracy as the only way out for an economy and society in accelerated decline.

In Hungary, workers are defecting from the state-controlled SZOT labor front to the Democratic League of Independent Trade Unions.

In China too, workers rejected their company union, the All-China Federation of Labor, created autonomous worker organizations of the type familiar to us, and rose up with students in peaceful pro-democracy demonstrations. It is the workers who now bear the brunt of the government's repressive measures.

The United States must take measures to register its full support for the democracy movement and its revulsion at the regressive measures of the Chinese government. President Bush's call to block international loans to China is a step in the right direction. His approval of a sale of commercial jets to Beijing is just as surely wrong. For the United States to be effective in its support of Chinese pro-democracy forces, it must exercise a firm and consistent policy of sanctions against the Chinese government.

Chinese attempts to gain membership in the GATT negotiations should be rejected. China's eligibility under OPIC should be withdrawn. Science and technology sales should be suspended. China should lose its most-favored nation trading status.

Namibia

The AFL-CIO is encouraged by the electoral process currently under way in Namibia, leading to elections in November.

In the last year, significant developments have taken place toward ending South Africa's illegal occupation of Namibia, improving the chances for peace and, hopefully, bringing about a government chosen by the majority of Namibia's citizens.

We urge the Bush Administration to take all necessary steps to work within the framework of the U.N. to prevent undue delay by the South African government in meeting the deadlines set forth in the Namibia Accords.

Through the years, the AFL-CIO has been in the forefront of support for the implementation of U.N. Security Council Resolution 435, which guarantees majority rule and independence for the people of Namibia, free of external interference. In order to eliminate the threat of military intervention, it is essential that South Africa withdraw all military and para-military forces from Namibia and that signatories to the accord demand the total elimination of the racist, vigilante "Koevoet" from the police forces.

The AFL-CIO reaffirms its support for democratic trade unionism in Namibia.

We regret that the National Union of Namibian Workers' Consolidation Congress of July 1989 has left unresolved the question of affiliation to the anti-democratic World Federation of Trade Unions, which would constitute an obstacle to a close, cooperative relationship with the AFL-CIO and the ICFTU. We hope that this situation will be resolved at an early date and look forward to the possibility of working closely with the NUNW.

Central America

The AFL-CIO Executive Council congratulates the five Central American Presidents on their agreement reached on August 7, 1989, in Tela, Honduras, which, when implemented, can lead to lasting peace with democracy in this long-suffering region. We note that the Accord calls for a voluntary repatriation of the Contras by December of 1989, and that the FMLN revolutionary forces in El Salvador have been asked to enter into a cease fire and a negotiated peace with the El Salvadoran government. We further note that the democratic opposition, including the ICFTU-ORIT affiliated Confederation of Trade Union Unity (CUS), has accepted the conditions of the Nicaraguan government for free and fair elections in February 1990.

The AFL-CIO has supported all of the recent peace efforts of the governments of Central America from the Contadora Agreement, the Arias Plan and now the Tela accords. We are now hopeful that the senseless killing will stop and that the long-standing problems of poverty, hunger and exploitation of the workers and campesinos will now be addressed.

Data

Multinationals dominate world trade

Global giants wield overwhelming economic clout

Chicago

Powerful multinational corporations are exerting broad influence in world economic development and trade.

They have more economic clout than some countries, and annual sales that outstrip the total gross national product of most nations, as they wander the globe, free to search for bargain-basement wages and substandard working conditions.

That is the gist of a report presented to the AFL-CIO Executive Council by Economic Research Dir. Rudy Oswald, who stressed that the multinationals have "a big impact on workers and their trade unions, on job opportunities, on wages and working conditions, on living standards and on general economic, political and social conditions."

And, the study added, "the ability of multinational corporations to shift money, technology and production from one country to another affects union bargaining power."

Foreign-owned multinationals employed slightly more than 3.1 million workers in the United States in 1987, the latest year for which figures were available from the Commerce Dept. That's an increase of 400,000 from the 1984 level. These jobs represent nearly 4 prcent of all U.S. non-governmental, non-bank employment.

But despite the increasing number of U.S. workers involved, foreign-owned corporations operating in this country import about three times as much as they export. Thus the net effect on U.S. jobs may be negative rather than positive, the council was told.

Beyond that, a significant proportion of foreign investment involves corporate takeovers or acquisitions of existing American firms rather than an investment in new plant and equipment. The result therefore is merely a change of ownership, not additional production capacity which creates new jobs.

The study emphasized that the imbalance between imports and exports is one of the root causes of the nation's foreign trade deficit, which continues to run deeply in the red.

U.S. affiliates of foreign multinationals received imports of $141 billion in 1987—the equivalent of one-third of all U.S. merchandise imports. Half of these imports came from Japanese multinationals.

On the other hand, the size of the exports from these U.S. affiliates to their home countries was much smaller—$48 billion, or just more than one-third of the $141 billion value of the imports.

The overpowering influence of the multinationals, the report said, can be measured by the fact that "the sales of the largest multinationals are bigger than the total value of all goods and services produced by most nations."

The largest sales of a multinational reported for 1988 was the $117 billion racked up by Mitsui & Co. General Motors Corp. was second, with sales at $110 billion.

"The sales of each of these companies was more than the value of the total gross domestic products of such countries as Denmark, Finland, Greece, Ireland, Norway, Portugal, Turkey or New Zealand," the study showed. "The combined sales of the top 15 companies exceed the output of goods and services in nearly each individual country in the world, except the United States and Japan."

Sales by affiliates of U.S. corporations operating abroad dwarfed ordinary exports. In 1987, sales of foreign non-bank affiliates of U.S. multinationals topped the $1-trillion level, with over half that amount—$562 billion—concentrated in Europe. In the same year, total U.S. merchandise exports were only $250 billion, including $69 billion to Europe.

To deal effectively with companies operating across national boundaries, standards applying to their activities have been adopted by the International Labor Organization and the Organization for Economic Cooperation & Development .

In 1976, the OECD—made up of the governments of 24 industrial countries in the western world—established voluntary guidelines calling on companies to "respect the right of organizations of employees, and engage in constructive negotiations." This, the OECD said, should include a "positive approach to trade unions" and, in particular, an "open attitude towards organizational activities."

But these guidelines are voluntary and "have rarely been honored in practice" by multinationals, particularly in developing countries and in those nations where dictatorships routinely violate basic human rights.

The failure to measure up to these standards underscores "the need for continued vigilance and effort on the part of trade unions" both in this country and abroad, the council was told.

Statistics at a Glance

Unemployment

	July 1988	June 1989	July 1989
Unemployment	5.4%	5.3%	5.2%
Men (20 and Over)	4.5%	4.3%	4.3%
Women (20 and Over)	5.0%	4.9%	5.0%
Teenagers	15.1%	15.6%	14.7%
White	4.7%	4.5%	4.6%
Black	11.5%	11.9%	10.9%
Hispanic	8.1%	8.1%	9.0%
Unemployed Receiving Jobless Benefits	30.4%	28.6%	33.1%
"Real" Unemployment Rate*	10.5%	9.9%	9.7%

Employment

	Payroll Employment in July '89	Change Since July '88	Change Since June '89
All nonfarm industries	108,729,000	2,961,000	169,000
Construction	5,318,000	168,000	37,000
Manufacturing	19,658,000	210,000	3,000
Transportation, Utilities	5,739,000	182,000	23,000
Retail & Wholesale Trade	25,834,000	657,000	57,000
Finance, Insur. & Real Estate	6,812,000	134,000	11,000
Services	26,997,000	1,314,000	74,000
Government	17,667,000	317,000	-25,000

Economy

	1988	Annual Rate Apr-June 1989
Real GNP Growth	4.4%	1.7%

Productivity

	1988	Annual Rate Apr-June 1989
Nonfarm Business	2.1%	1.0%
Manufacturing	3.6%	3.0%

*Includes discouraged and part-time workers who want full-time jobs

Layoffs in '88 affect 450,000, BLS study omits some key states

Mass layoffs—involving 50 or more workers for at least 31 days—affected more than 450,000 workers in 42 states last year, the Bureau of Labor Statistics reported.

The manufacturing sector accounted for more than half of the mass layoffs during 1988, with the impact felt most heavily in the transportation equipment and electrical equipment industries. In nondurable goods, layoffs were concentrated in food processing and apparel manufacturing.

The reasons for the mass layoffs varied widely—from seasonal work, particularly in the construction industry, to mergers, acquisitions, leveraged buyouts and bankruptcy.

One-third of the job losses took place in Pennsylvania, Wisconsin, Texas and Florida. These four states, coupled with six others—Alabama, Arizona, Louisiana, Massachusetts, Minnesota and New Jersey—accounted for more than half the large-scale layoffs.

Three-fourths of the laid-off workers filed claims for unemployment insurance benefits, BLS said. But it had no data on how many were disqualified for benefits under stricter eligibility requirements enacted during the Reagan Administration.

The government's survey of major layoffs was limited to 42 states. Excluded were California, Illinois, Maryland, Michigan, North Dakota, Ohio, Oregon, Wyoming and the District of Columbia. BLS said that it would collect data from all 50 states and the District beginning in 1990.

Economic indicators down 2nd month

The government's index of leading economic indicators inched downward one-tenth of 1 percent in June, the second monthly decline in a row, the Commerce Dept. reported.

In the past, three consecutive monthly declines have signaled the onset of a recession. Economists were divided as to whether that scenario would hold true this time, even if the July figures continue on a downward path.

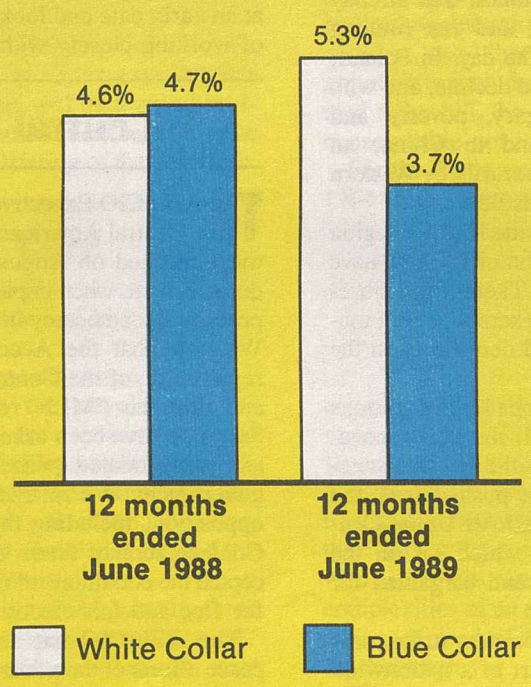
However, in a clear sign that the Bush Administration is worried came when Budget Director Richard G. Darman complained that the Federal Reserve Board is holding interest rates too high.

Among leading indicators, stock prices and the money supply marched the other way, rising sharply. These benefits to the investment and banking industries helped keep the indicators from declining further.

In a separate report, the Commerce Dept. said housing starts in July advanced for the second consecutive month, rising eight-tenths of 1 percent to a seasonally adjusted annual rate of 1.43 million. Housing starts had been falling since February after the Federal Reserve Board raised interest rates.

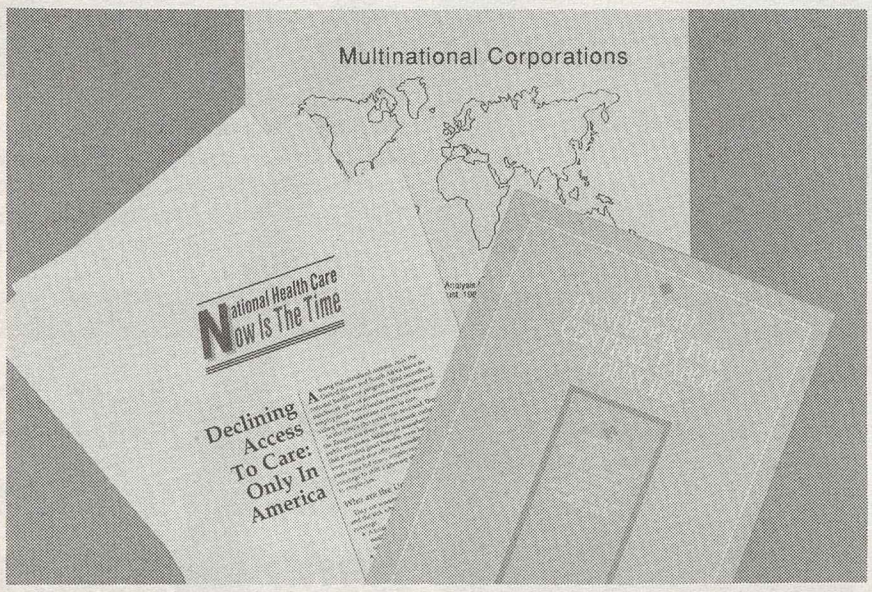
Blue Collar Wage Gains Lag

Change in total compensation of white-collar and blue-collar workers



Source: Bureau of Labor Statistics Employment Cost Index

Resources



PRINT MATERIALS

National Health Care—Now is the Time is a series of five pamphlets that details the crisis faced by millions of Americans and outlines the AFL-CIO program for action on health care reform.

The pamphlets and a videotape—both produced by the Dept. of Occupational Safety, Health & Social Security—are available for $10. Available from the pamphlet division as AFL-CIO publication No. 190.

State and local federation leaders now can turn to a new guide, **The AFL-CIO Handbook for Central Labor Councils.** The 52-page guide was produced by the Dept. of Organization & Field Services. Orientation programs will be held in three locations in September and October: Chicago, Denver and Washington. Available from the pamphlet divisions as AFL-CIO publication No. 200, at $2.50 each. Poster, $1.50.

Multinational Corporations is an analysis by the Dept. of Economic Research of the growth and influence of multinationals and their impact on workers. The 56-page report reviews the structure and operations of several multinationals and discusses labor strategies to deal with them. (Story on Page 10). Available from the pamphlet division, single copy free, additional copies $2.

FILMS and VIDEOS

Arbitration: Seven Tests of Just Cause is a re-enactment of an arbitration hearing involving the discharge of a union activist for alcohol violation. The 52-minute video focuses on just cause and due process requirements and provides opportunity for discussion of witness examination techniques. Produced by Arthur Swerdloff. $10.

The Choice is Ours explores the role of government in resolving commmunity and social problems. The 20-minute video examines problems like crumbling infrastructure and illiteracy and provides a discussion opportunity on balancing private and public sector responsibilities. Produced by the Alliance for a Working America. $5.

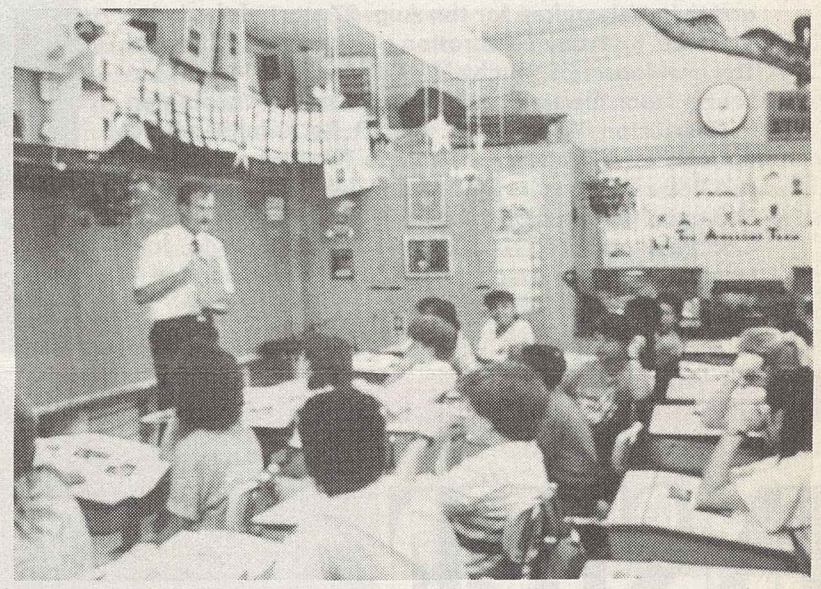
Public sector documentary to air on PBS TV stations

Working Together, a 30-minute documentary on labor-management cooperation in the public sector will be televised on more than 150 public television stations beginning Labor Day weekend.

The program looks at four areas where union and management efforts have improved working conditions and service to the community—a roads project in Jackson County, Ore., school-based management in the Miami area public schools, daycare programs for state employees in New York and a preventive maintenance effort for city-owned vehicles in Madison, Wis.

Working Together was produced by the State & Local Government Labor Management Committee, a coalition of 18 public sector union and management groups, in cooperation with the AFL-CIO Public Employee Dept.

Unionists can check local listings for broadcast times or contact the program director at the local public television station for scheduling information. The program also is available in video formats from international unions, the PED and the AFL-CIO film and video library.



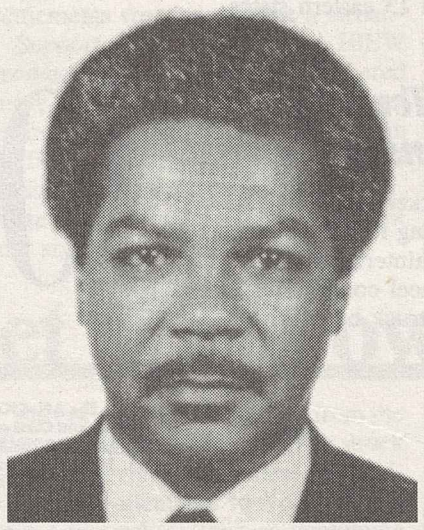
Teachers in Dade County, Fla., gained expanded authority in management and decision-making in this scene from Working Together.

Newsmakers

Donald Rodgers, a former union official, and **Clifford R. Oviatt Jr.,** a management attorney, have been nominated to fill vacancies on the National Labor Relations Board.

If confirmed by the Senate, Oviatt would serve out the remainder of the term of former member Wilford Johansen which expires Aug. 27, 1993. Rodgers would serve until Dec. 16, 1992, succeeding current recess appointee **John E. Higgins Jr.,** who is scheduled to resume his former post as NLRB deputy assistant general counsel.

Oviatt has been associated with law firms in Boston and the Washington area and Rodgers, who was on the White House staff during the Nixon Administration, has served on the staff of the Operating Engineers and the Teamsters. The White House was silent regarding a third seat, in which **Dennis Devaney** has served as a recess appointee since November 1988. Still awaiting action by the Senate Labor & Human Resources Committee is the nomination of **Jerry M. Hunter,** director of the Missouri State Dept. of Labor & Industrial Relations, to serve as NLRB general counsel.



Ron Martin

Ron Martin has been appointed director of AFL-CIO Region V, Atlanta, replacing Green Lewis who will continue as assistant director of the Dept. of Organization & Field Services. Martin, an AFL-CIO field representative for the past 20 years, was previously a staff representative for the Bookbinders and a member of the Railway & Airline Clerks.

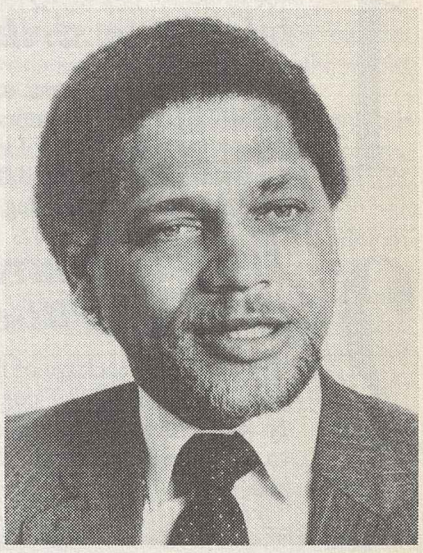
Elmer T. Al Kehrer, the AFL-CIO Southern Area civil rights director since 1965, has retired. Kehrer was with the AFL Workers Education Bureau from 1948 to 1950, when he became the Southern regional director for the Ladies' Garment Workers, a post he held for 14 years.

Mary Lehman has joined the Dept. of Education as assistant director; **Pauline Huffman** is the COPE Region III director; **Christopher A. Marston** has joined the AFL-CIO Dept. of Community Services as a staff representative; **Julie Smith** has been named the COPE Eastern Area VIP director; **Susana Gomez** has been appointed staff representative in the Dept. of Civil Rights; **Bill Creed** is a supervising producer for the Labor Institute of Public Affairs, and **Jim Thompson** is a COPE liaison.

The death of **Rep. Mickey Leland** (D-Tex.) in a plane crash in Ethiopia is "a loss to working people everywhere, who could always count on him to be a forceful ally in their search for economic and social justice," said AFL-CIO President **Lane Kirkland.**

Kirkland said Leland "was an inspiration to all who fought for a better world, and the memory of his compassion and courage will serve as a beacon of hope for generations to come."

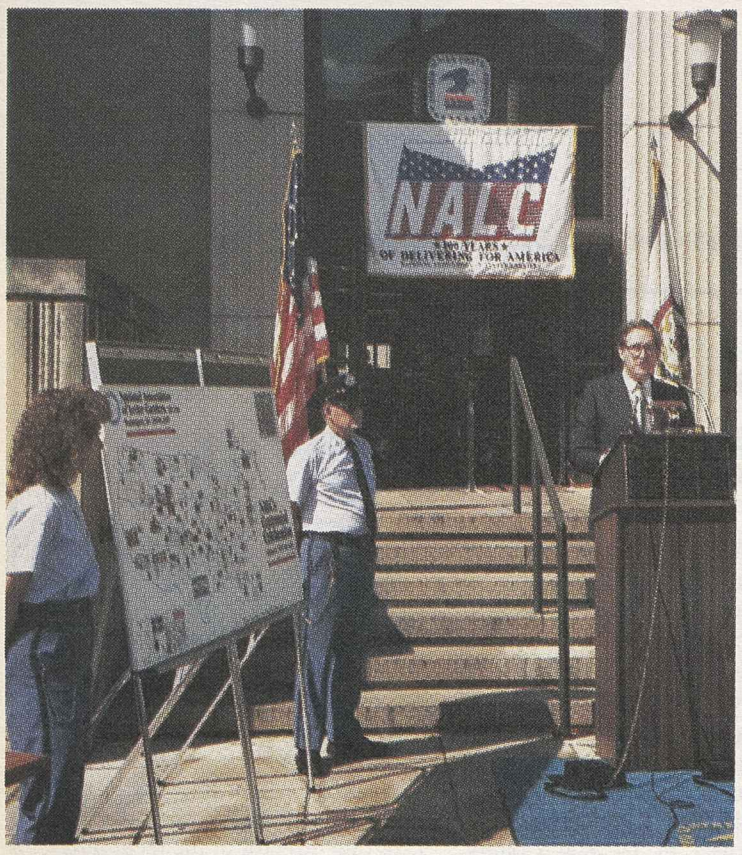
Don Horn, secretary-treasurer of the Harris County, Tex., AFL-CIO, said the "Texas labor movement lost a dear friend and the working people of American lost a champion." He pointed out the Houston AFL-CIO named Leland "Outstanding Legislator" in 1987.

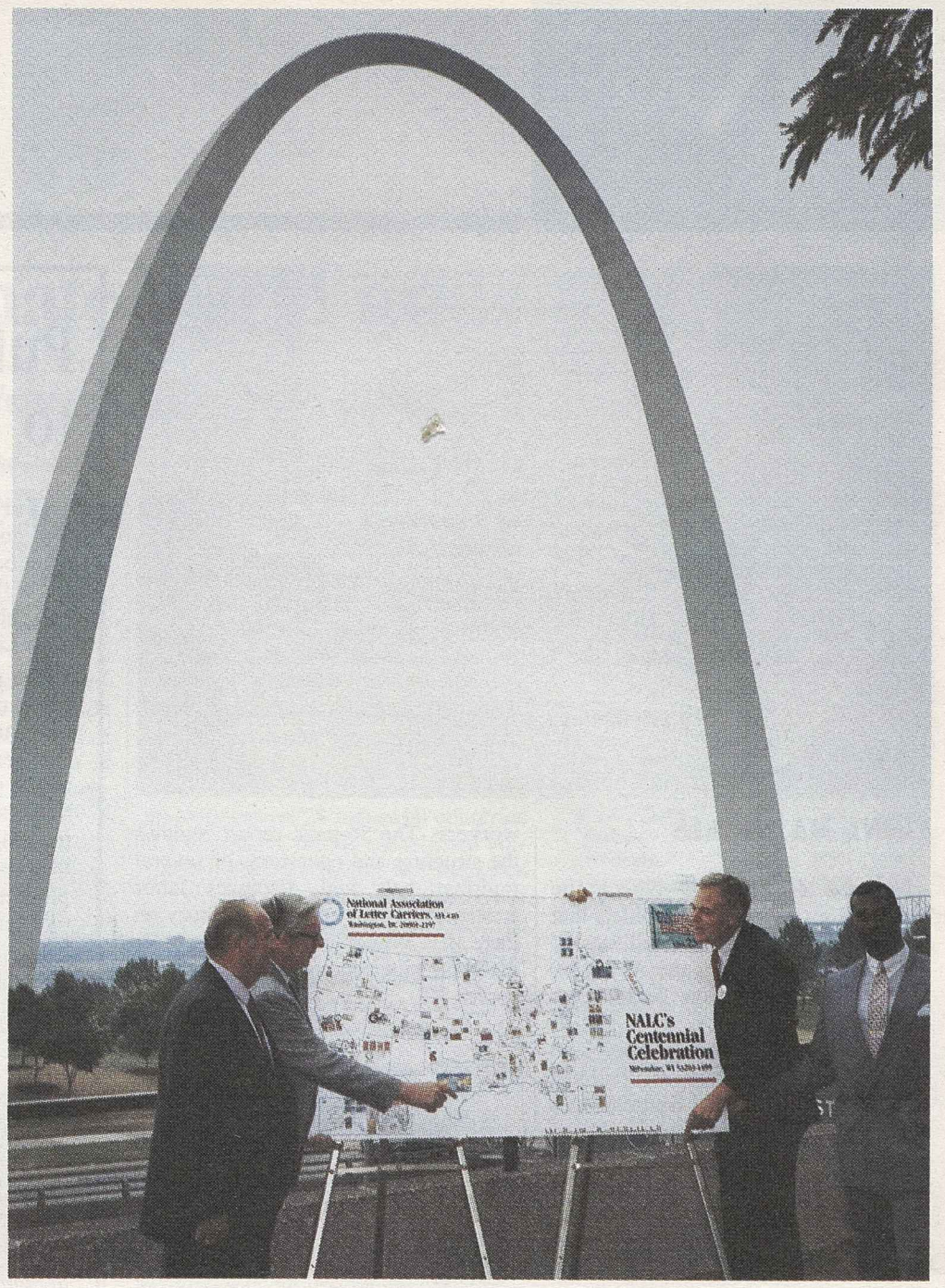


Rep. Mickey Leland

"While this last fatal trip to end famine in Ethiopia was an example of his courage and commitment, it should also be remembered that he fought equally hard to end malnutrition and hunger at home," Horn said.

Leland, first elected to Congress in 1978, had a 149 right and 7 wrong votes on labor issues.





Centennial Circular

On a 37,654-mile journey through all 50 states and Puerto Rico is a three-by-five-foot envelope that will arrive in Milwaukee for the Aug. 27 start of the Letter Carriers' four-day celebration marking its centennial. The envelope was sent by NALC President Vincent Sombrotto from the union's headquarters in Washington. In Charleston, W. Va., Sen. John D. Rockefeller salutes the carriers with NALC members Terri Lynn Page and Joe Paden joining in. And under the Gateway Arch in St. Louis, the envelope is greeted by Postmaster John Goodman and area NALC officials Charles Coyle, John Haake and Phil Vaughn. The NALC was founded in Milwaukee Aug. 30, 1889.

INSIDE

VOLUME 34, NUMBER 17
AUGUST 19, 1989

AFL-CIO NEWS

1 ***Eastern lobbying, telephone strike***

During the August recess, union leaders are calling on their senators at home to help end the Eastern Air Lines dispute. Meanwhile, the CWA and IBEW struck four regional Bell operating companies.

2 ***Story of contrast: AT&T vs. Pittson***

An innovative package of family health care benefits at AT&T contrasts sharply with Pittston Coal Group's demand to gut health benefits, pensions, job security and safety.

3 ***Journey for Justice is heading north***

In a continuing effort to keep Eastern Air Lines intact, Machinists, Pilots and Transport Workers are on a Journey for Justice through 13 eastern states.

5 ***IUE in Tennessee, Musicians in Vegas***

Electronic Workers bolster 1,500 IUE members fighting for first contracts in Tennessee. Painters and Treasury Employees cancel conventions at Las Vegas hotels struck by Musicians.

6 ***Union Privilege: quality bargains***

To improve the quality of life for union members and their families, Union Privilege Benefit Programs is providing five key services at reduced costs.

10 ***Tracking actions of multinationals***

Multinational corporations are growing stronger and now play an increased role in world economic developments and trade. These global giants have a big impact on workers and their unions.

UNION YES

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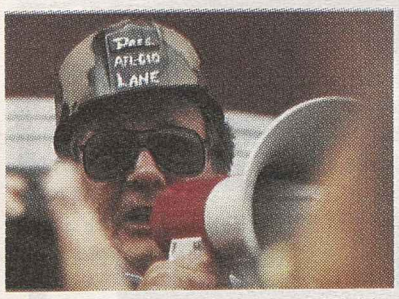
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AFL-CIO NEWS

VOLUME 34, NUMBER 18 SEPTEMBER 2, 1989

Kirkland arrested



AFL-CIO President Lane Kirkland bolsters striking miners at a rally in Southwestern Virginia. Kirkland and other union officials were later arrested outside the county courthouse. Story and photos on pages 5-8.

2 Baby Bells still out as 3 reach accord

More than 70,000 Communications Workers and Electrical Workers remain on strike at NYNEX Corp., a regional Bell operating company, and at New Jersey Bell, a Bell Atlantic subsidiary.

Strikes have ended at Pacific Telesis, Ameritech Corp. and the other Bell Atlantic subsidiaries, where the unions reached tentative agreements.

Bargaining at NYNEX is continuing, but both unions reported little progress, noting management has refused to drop its demand to shift health care costs to its workers. NYNEX has allowed only two bargaining sessions since the strike began on Aug. 6.

At New Jersey Bell, a subsidiary of Bell Atlantic, some 10,000 IBEW members are still out. CWA members are respecting the picket lines, after their union has reached a tentative accord with the company.

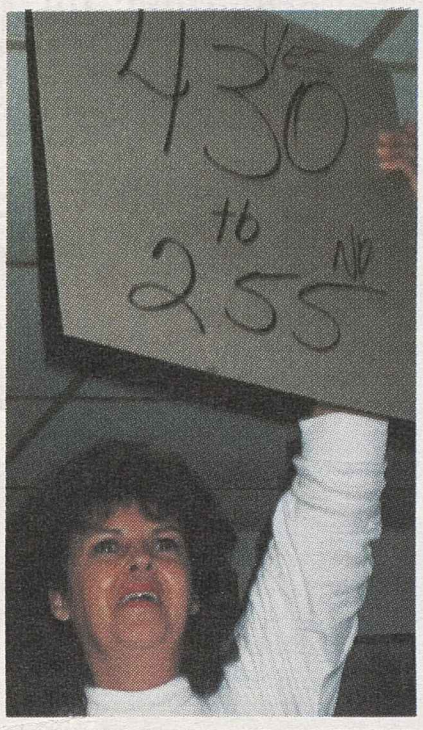
At Ameritech Corp., Pacific Telesis Group and Bell Atlantic's other subsidiaries, strikes have ended and most workers returned to their jobs. Ratification of the proposed agreements will be by mail ballot or secret ballot at union meetings, the unions said.

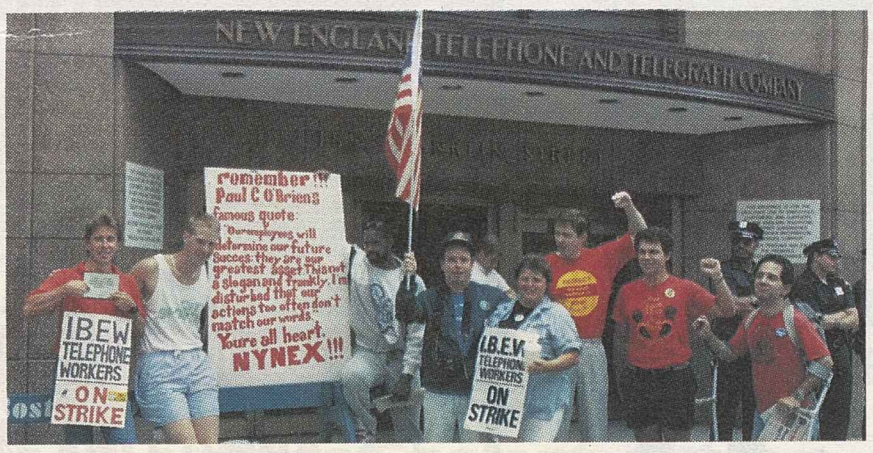
The strikes were prompted by management insistence on meager pay increases and a shift of health care costs to workers, even though most of the Regional Bell Operating Companies posted profits in excess of $1 billion last year.

Both unions said that none of the tentative accords reached thus far will shift health care costs to the workers. Most of the settlements will raise base pay by about 10 percent over three years and include job upgrades for many workers. Other improvements were made in pensions and in family care issues, like parental leave, elder care and pre-tax accounts for child care.

Another 150,000 CWA members at BellSouth Corp., Southwestern Bell Corp. and USWest Inc. are voting on settlements reached without a strike.

Support for the CWA and IBEW members on strike, who numbered more than 200,000 in mid-August, remains strong. In Boston, more than 15,000 unionists rallied at City Hall Plaza, where they were led by Rev. Jesse Jackson and joined by the mayor and six city council members.





Tennessee workers vote to join BC&T

Cookeville, Tenn. Workers at the Russell Stover Co. candy factory enjoyed a sweet victory as they voted to join the Bakery, Confectionery & Tobacco Workers by a 430-255 margin in a National Labor Relations Board election.

BC&T President John DeConcini said the win came despite the "fierce anti-union campaign" waged by the candy manufacturer. Workers at Russell Stover plants in Marion, S.C., and Allentown, Pa., have been BC&T members since 1976.

DeConcini said the victory demonstrated that workers even in a state that bans union security clauses are able to "overcome initimidation and fear and vote to join their brothers and sisters . . . as BCT members."

In his roundtable discussion with reporters for Labor Day, AFL-CIO President Lane Kirkland took note of the BC&T victory at Russell Stover.

"We had an election at Russell Stover and we won it 430-255." Kirkland said. "I have yet to see anything in the press about that." **(Story, page 10).**

He contrasted the BC&T election—and 13 other 1989 Tennessee elections where unions have won seven—with an earlier representation vote at Nissan 50 miles away. He noted Nissan screened more than 120,000 people to be free of union sympathy. "Even then they lost over 700," Kirkland said.

The Russell Stover plant is about 50 miles south of Nashville. The organizing drive was the first held at the factory, which is 13 years old.

BC&T Organizing Director Frank Hurt said dignity was the key issue in the campaign, with workers "tired of being abused" and feeling unable "to take action when the employer committed unjust acts." One worker was fired because the company believed the medical bills for his sick child would be too high, Hurt said.

The in-plant organizing committee conducted a well-planned campaign, with representatives from each shift and major work area, Hurt said.

After the election was scheduled, BC&T "union yes" stickers and tee shirts became part of union supporters' uniforms. And a picnic held just before the election that brought out nearly 450 workers helped to solidify union support.

After the rally, the crowd marched to NYNEX's New England Telephone headquarters, chanting "Don't pay your bills"—a reference to the campaign in which the public can express support for the strikers by not paying their telephone bills.

Numerous other rallies across the country have poured out support for the workers on strike against Bell, as well as those out at Eastern Air Lines (Machinists, Air Line Pilots and Transport Workers attendants) and Pittston Coal Group (Mine Workers).

Musicians get Vegas owners to talks—briefly

Las Vegas Negotiators for five hotel/casinos—Tropicana, Bally's, Caesars Palace, and the Flamingo and Las Vegas Hiltons—met with the Musicians on Aug. 24, exactly two months after their last meeting, staying just long enough to get copies of the union's proposal.

Saying management needed time to review the package, the hotels' chief negotiator, Lawrence Levien, said he would not meet with the union again until Sept. 11. On Aug. 28, Local 369 began picketing the Las Vegas Hilton—the last of the "big five" casinos to be struck.

Meanwhile, representatives from the other unions employed at the five struck hotels met with management, then advised their members to "continue to report to work as long as continuing good faith negotiations between the Musicians and the Tropicana Hotel are taking place." The 90-day no-strike clause in contracts at Tropicana expired in late August.

Nevada AFL-CIO Executive Sec.-Treas. Claude "Blackie" Evans and President Bruce Bartlett of the Southern Nevada Central Labor Council said the decision to keep working was due mainly to management at the five properties "agreeing to meet with organized labor in an effort to restore the previous good faith bargaining relationships which prevailed."

The proposal AFM Local 369 sent to management on Aug. 24 held fast to a prohibition on the use of taped music. The casinos have replaced the live music in the show rooms with "canned music," laying off more than 45 musicians.

The union offered to set as a minimum number for the show and star rooms 12 musicians and one conductor. Currently, some hotels are using that while others have larger bands, the union said. The "12 plus 1" figure could begin in the show rooms after the close of current productions, while the effective date for star rooms would be Sept. 1, 1990, said Elizabeth Smith, publicity coordinator for the local.

Among the unions that have canceled conventions and meetings at the struck hotels are the Electrical Workers, AFL-CIO Industrial Union Dept., Painters, Transit Workers, Fire Fighters and the unaffiliated National Treasury Employees. Several other unions are making other arrangements to cancel their meetings, according to AFM Local 369 President Mark Tully Massagli.

Unions help fill buses to Oct. 7 Housing Now!

The AFL-CIO and more than 150 other organizations, seeking to rebuild the American dream of home ownership, will reaffirm the nation's commitment to affordable housing for low- and middle-income families by participating in the Oct. 7 Housing Now! march in Washington.

The noon march is aimed at gaining legislation to help rebuild the American dream of home ownership. That dream which came true for so many Americans in the first 35 years following World War II has faded for millions in the 1980s because of misguided federal policies, and rising interest rates and housing costs.

Further, escalating rents have pinched the income of the average worker, making it ever more difficult to save enough money to step into home ownership.

Bricklayers President John T. Joyce, chairman of Executive Council's housing committee, wrote to affiliates urging them to gear up now for the march by chartering buses to bring marchers to Washington, and making maximum use of AFL-CIO Housing Now! signs, fact sheets and materials being prepared for the march. He pointed out that the state federations and local central bodies also will be chartering buses.

To plan for labor's role in the march, the AFL-CIO task force on Housing Now!, composed of representatives from each international union, will meet at federation headquarters on Sept. 7. Mitch Snyder, representing the Community for Creative Non-Violence which initiated the march, will brief the task force at the meeting on the plans for the Oct. 7 demonstration.

Joyce emphasized that the current generation of young Americans is the first to face the prospect of not being able to have a better life than their parents did—and the absence of affordable housing plays a major role.

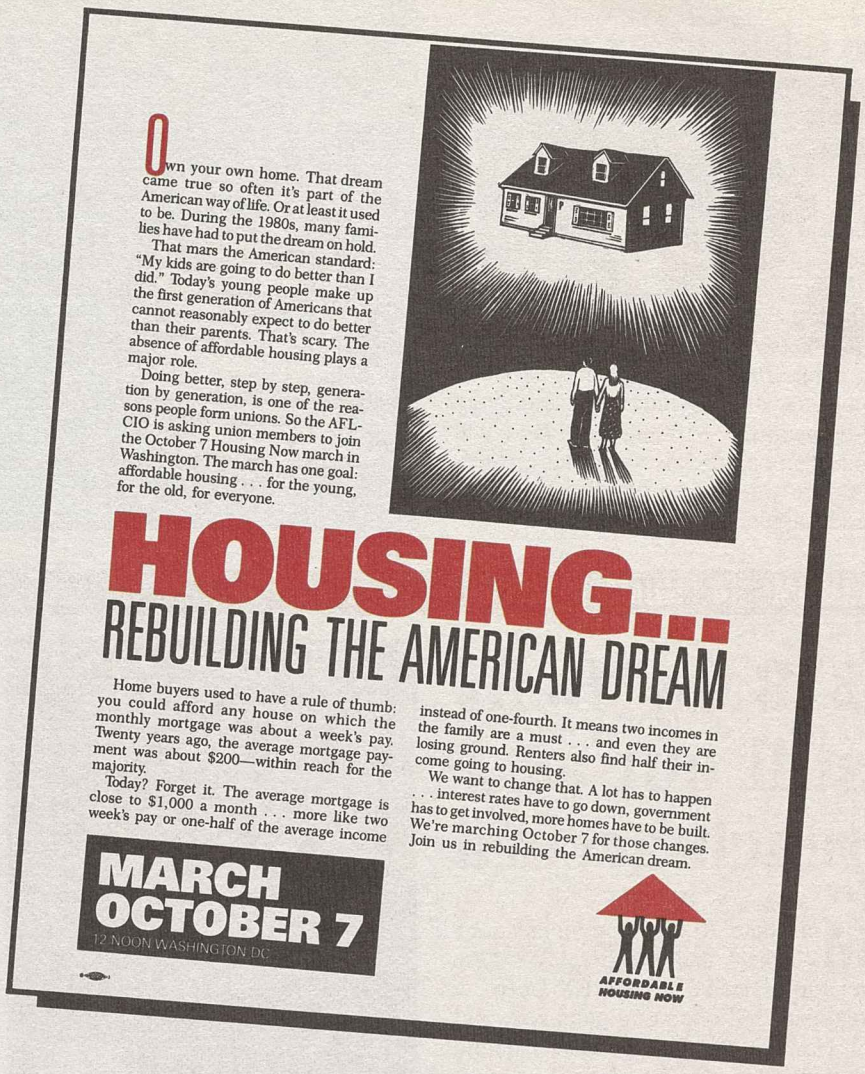
Around 1970, mortgages averaged $200 a month, equal to about a week's pay. Now mortgages have skyrocketed to an average of $1,000 a month—about one-half the income of the average worker—meaning that two incomes in a family are a must.

The federal programs in the 1970s aided in the construction of up to 400,000 new subsidized housing units each year, Joyce pointed out. That total dropped under the Reagan Administration to just 50,000 units a year. The federal budget deficit limits the prospects of any growth now in those programs.

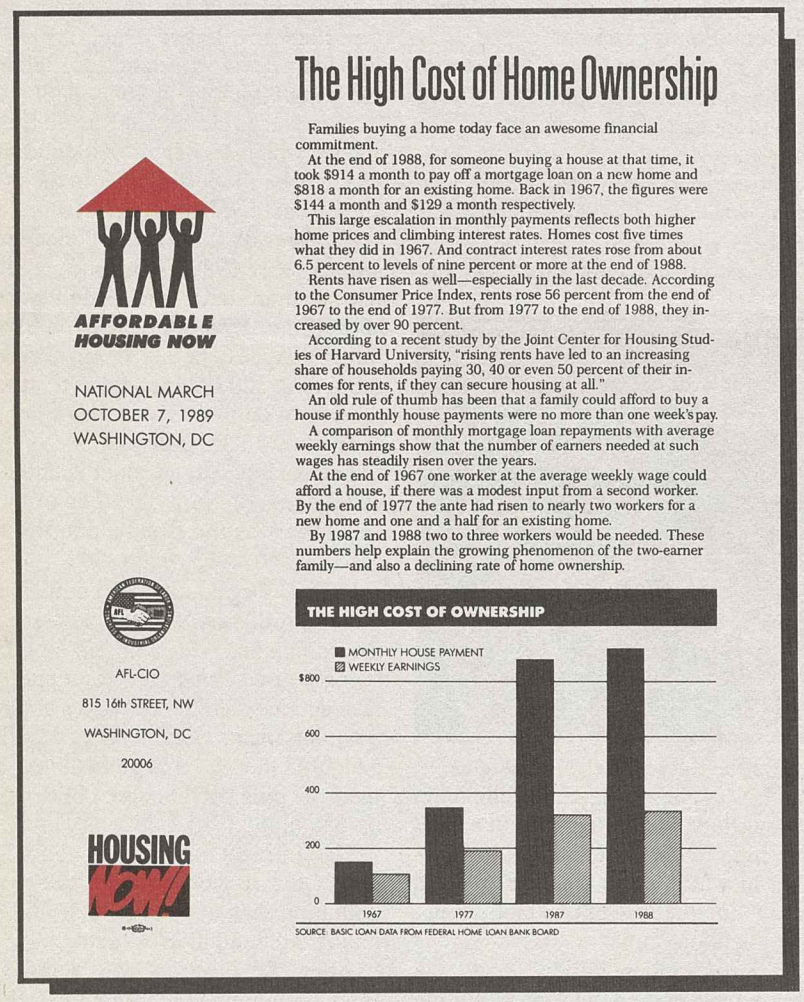
The AFL-CIO Executive Council said at its summer meeting that having affiliates participate in the rally will be a ''visual reaffirmation of the nation's commitment to affordable housing and an end to the suffering of the homeless.''

Besides supporting in the march, the federation will be conducting a campaign that focuses on the lack of affordable housing for a broad range of Americans—the elderly, two-income families, minimum wage workers and others.

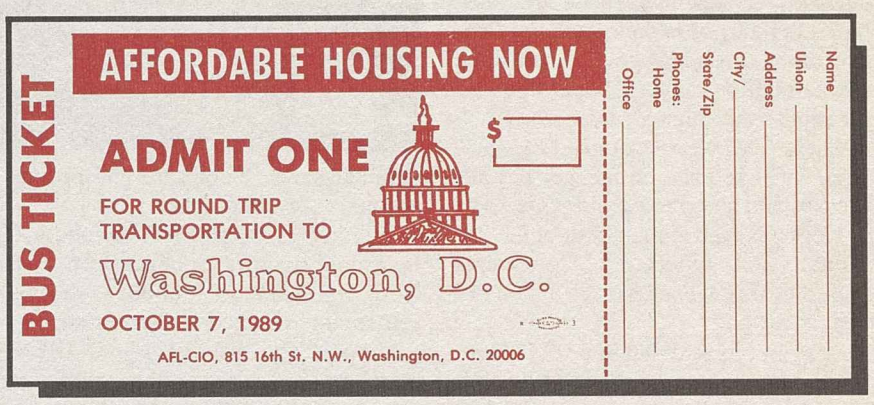
Fact sheets, posters and ads depicted here are being prepared on the difficulty of obtaining affordable housing and on labor's participation in the march. All are available to trade unionists.



Camera-ready flyer illustrates the lack of affordable housing for American families. Ready for reproduction and available from the AFL-CIO at (202) 637-5191.



This fact sheet, available from the AFL-CIO Dept. of Community Services, details the high cost of home ownership and can be used in promoting Housing Now!



Tickets available—The AFL-CIO Dept. of Organization & Field Services will provide bus tickets for coordinators. For more information, call Tom Bradley at the AFL-CIO, (202) 637-5106.

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Union Yes back on network TV Sept. 18

A new round of "Union Yes" commercials will make their appearance on the three major television networks and two popular Spanish-language cable channels this fall, as the AFL-CIO steps up its campaign to spread the word about the role unions play in American life.

In addition, a series of do-it-yourself radio spots—featuring members of the National Football League Players Association from 19 different franchises—will be available as localized centerpieces for tie-in broadcasts by central bodies and local unions.

Making his debut in the "Union Yes" series on both television and radio is Edward James Olmos, whose messages will air on ABC, CBS and NBC and on the Spanish-language Telemundo and Univision channels between Sept. 15 and Oct. 28. In addition to raising public awareness of unions, Olmos will send an important new appeal to America's Hispanic population.

Olmos has made new bilingual radio spots that can be tailored to local use. All this has been created by the AFL-CIO's television arm, the Labor Institute of Public Affairs, which has also prepared Spanish-language billboards that can be customized for local use.

Rounding out the latest package of material for the electronic media are the radio spots featuring such notable pro football players as NFLPA President Mike Kenn of the Atlanta Falcons, Karl Mecklenburg of the Denver Broncos, Dave Duerson of the Chicago Bears, Willie Gault of the Los Angeles Raiders, Warren Moon of the Houston Oilers and Everson Walls of the Dallas Cowboys.

Central bodies or local unions interested in the 60-second NFL players' spots should contact LIPA at 202/637-5334 for a sample cassette tape plus a typed copy of the script and suggestions on preparing the local cut-in.

In conjunction with the Labor Day observance, the ABC television network will air a union-oriented episode of the Howard Hesseman series, "Head of the Class," on Wednesday, Sept. 6 at 8:30 p.m.

Titled "Labor Daze," the sitcom segment offers an excellent view of union solidarity and explores the impact of a possible teachers' strike on Hesseman's character, New York City public school teacher Charlie Moore, as well as on his students.

Videotapes of the half-hour "Head of the Class" show can be rented for $5 by writing the AFL-CIO Dept. of Education, Room 407, 815 16th St., N.W., Washington, D.C. 20006

Here is the first part of the network TV schedule for the Union Yes messages, which run through Oct. 15.

Date	Program	Network
September		
18	*All My Children*	ABC
18	*Generations*	NBC
19	*Later with Bob Costas*	NBC
19	*Perfect Strangers*	ABC
19	*Santa Barbara*	NBC
19	*As the World Turns*	CBS
19	*Nightline*	ABC
20	*Jake & the Fatman*	CBS
20	*Generations*	NBC
20	*Nightline*	ABC
21	*Different World*	NBC
21	*David Letterman*	NBC
21	*LA Law*	NBC
21	*General Hospital*	ABC
21	*Cosby Show*	NBC
22	*Tonight Show*	NBC
22	*Santa Barbara*	NBC
22	*Dallas*	CBS
22	*Win, Lose or Draw*	NBC
22	*Price Is Right*	CBS
23	*Hunter*	NBC
23	*Amen*	NBC
24	*Murder She Wrote*	CBS
25	*Today Show*	NBC
25	*Days of Our Lives*	NBC
25	*Santa Barbara*	NBC
25	*Scrabble*	NBC
25	*Good Morning America*	ABC
25	*Monday Nite Movie*	NBC
26	*One Life to Live*	ABC
26	*Midnite Caller*	NBC
26	*Good Morning America*	ABC
26	*Tonight Show*	NBC
27	*General Hospital*	ABC
27	*Peaceable Kingdom*	CBS



Labor banners and signs joined the NAACP's silent march. Service Employees and Steelworkers, a contingent of Pittston strikers, and union presidents representing millions of members marched alongside the civil rights community.

Silent marchers protest court action, urge Congress to restore civil rights

A steady but muffled drumbeat led tens of thousands of marchers past the Supreme Court to the steps of the U.S. Capitol in a demonstration sponsored by the NAACP.

Participants from more than 300 civil rights, labor, religious and community groups came to Washington to protest recent Supreme Court rulings that have turned back the clock on affirmative action, minority rights and anti-discrimination remedies.

AFL-CIO President Lane Kirkland joined NAACP Executive Director Benjamin Hooks and other civil rights and labor leaders in heading the silent procession down Constitution Avenue. The march was patterned after a 1917 protest organized by the NAACP at which more than 5,000 persons protested vicious racism and segregation.

At a rally on the Capitol steps, voices were raised in determination and solidarity that civil rights gains would not be lost.

Kirkland told the crowd that trade unionists and civil rights activists fought side-by-side to ensure equal employment opportunity for all, but recent court decisions demonstrate that "the federal judiciary no longer shares our values."

"We did not come all this way in our struggle to see our hard-won gains unraveled by the Supreme Court and we will not stand idle while that happens," he declared. Today, "we want members of Congress to know that America will not tolerate retreat and retrenchment on the issue of civil rights," he said.

In recalling the 1917 protest, Hooks voiced regret that "72 years later, we find ourselves marching once more to protest the legal lynching of black America's hope for a chance to become full partners in the American dream."

Nearly 60 labor and civil rights leaders joined in reading a litany on the steps of the capitol at the rally after the march.

They included Presidents John J. Sweeney, Service Employees; Gerald W. McEntee, AFSCME; Lynn Williams, Steelworkers; Charles B. Dale, Newspaper Guild; Richard Trumka, Mine Workers, and AFL-CIO Civil Rights Director Richard Womack.

The litany, with the crowd's help, told "why we march"—in memory of slain civil rights activists and those who supported civil rights throughout the nation's history, both black and white, for justice and freedom and to wake "the conscience of the nation."

Recent court decisions that jeopardize civil rights gains include the following:

- In *City of Richmond, Va., v. J.A. Croson Co.*, the court sharply limited government's ability to establish affirmative action plans without providing proof of past discrimination.
- The *Martin v. Wilkes* decision permits white employees to challenge an affirmative action plan earlier sanctioned by the courts.
- In *Patterson v. McLean Credit Union,* the court limited minorities' ability to sue private institutions—including schools—for discriminatory practices.
- In *Wards Cove v. Antonio,* the court ruled that specific hiring practices must be used to prove discrimination against minority workers in Alaska, as opposed to statistics demonstrating that few minority workers were hired.

NABET ratifies new contract for 2,600 at ABC

Broadcast Employee & Technicians at Capital Cities/American Broadcasting Co., Inc., ratified a four-year contract providing wage increases, job security and seniority protections.

More than 2,660 NABET members in 18 units approved the pact in separate mail votes. A two-person unit of newswriters in Chicago has not yet ratified the settlement.

The agreement calls for a 7 percent ratification bonus, plus three percent raises in the second and third contract years and a 4 percent increase in the fourth.

Workers in the radio division won employment security protections with an option to transfer into the television unit if their function is to be eliminated. In television, separate seniority lists for workers in network and local operations will be maintained for workers hired after July 20, 1989.

Plasterers see training as organizing tool

Las Vegas

The Plasterers convention cited the need for "a new vitality" in the apprenticeship and training programs as the only way to meet the organizing needs of the 1990s. The Plasterers held its International Apprenticeship Contest in conjunction with the convention to emphasize the training needed by those who will fill 180,000 new jobs in the industry by the year 2000.

Plasterers President Robert J. Holton told delegates the "tide is changing for labor," citing recent surveys that marked a noticeable change in the public's perception of unions. "If ever there was a time to organize, it is now," Holton said.

Pointing to the influx of new workers expected in the industry, Holton said the "opportunities for training are great; the opportunities for organizing are unlimited."

Delegates viewed a video comparing two hotels—one union built within budget and on time, and the other built nonunion where mistakes caused delays and cost overruns. The video, aimed at contractors, delivers the message that hiring union workers is cost effective.

President Robert Georgine of the AFL-CIO Building & Construction Trades Dept. said the demand for skilled workers will remain high and that the "time is right for us to return to the basics and train and organize workers who will be our guarantees for the future."

AFL-CIO Sec.-Treas. Thomas R. Donahue updated the convention on the AFL-CIO's Union Yes and Union Privilege Benefit programs and the new Organizing Institute.

Jack Jefferies, secretary-treasurer of the Nevada Building Trades Council and a Nevada state legislator, said recent election results prove "we are on our way back."

Nevada State Labor Commissioner Frank McDonald, a Teamsters member, said the close ties between labor and government has helped all workers.

Rep. William Clay (D-Mo.) told the convention that many Reagan Administration policies are being continued by George Bush. He said the Occupational Safety & Health Administration "has become the protector of unscrupulous employers."

In elections, Holton and Sec.-Treas. Vincent J. Panepinto were re-elected by acclamation. Executive Vice President James J. Boyle defeated Gilbert Wolf for another term. All incumbent vice presidents were returned to office.

Memorial set Sept. 15 for Michael Harrington

A memorial service for Michael Harrington will be held on Sept. 15 at the Riverside Church in Manhattan at 7 p.m. The church is located on Riverside Dr. between 120th St. and 122nd St.

Harrington, 61, wrote "The Other America," which is credited with starting the nation's war on poverty in the 1960s. He died on July 31 at his home in Larchmont, N.Y. He is survived by his wife Stephanie and two sons.

Aluminum, Brick & Glass votes defense fund increase

Las Vegas

Delegates to the Aluminum, Brick & Glass Workers convention bolstered the financial strength of the union, approving increases in dues and defense fund contributions.

ABG President Ernest J. LaBaff in his state of the union message pointed out that in the United States, the Polish labor movement is praised, while American unions are prosecuted and repressed.

LaBaff, in calling for a return to the solidarity of the 1930s and 1940s, emphasized that the naysayers claim "the climate is not right for action today, but I think we have to make our own weather." LaBaff urged mobilization in support of a bill pending in Congress that would make it illegal to hire strikebreakers for the first 10 weeks of a strike.

The convention changed the minimum dues structure from two hours base rate pay to 1.25 percent of gross monthly earnings, excluding severance, sickness/accident and insurance payments and retirement incentives and bonuses. The international's per capita will be 50 percent of the minimum dues. Another provision would raise that amount to 55 percent if the general fund drops below a certain level.

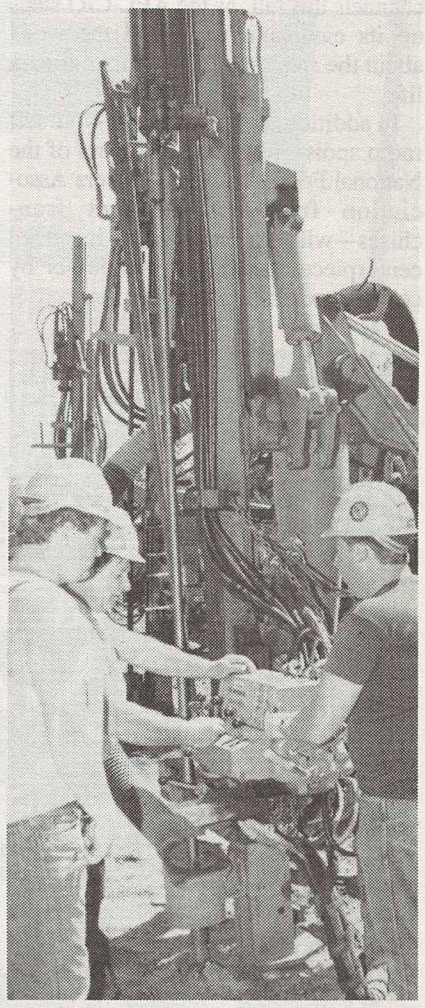
Local unions and the international will each pay 3 percent of the minimum dues amount into the union's defense fund.

AFL-CIO Sec.-Treas. Thomas R. Donahue told the convention, "We have today a degree of solidarity we have never had before. We need to nurture it and make it grow; that's in the best thing we can do for our members, our families and future generations."

The AFL-CIO is providing affiliates with more sophisticated weapons to aid them in the battles, through new programs such as the Union Yes campaign and the Union Privilege Benefit Programs, he said.

Delegates elected Harvey Martin, the ABG Research & Education director, to a four-year term as secretary-treasurer, effective Oct. 1. He defeated ABG Rep. William Davis for the post. Sec.-Treas. Roy Lukens chose not to run for re-election. Under terms of the 1982 merger agreement, Lukens will hold the position of assistant secretary-treasurer.

The convention's nearly 600 delegates walked informational lines with members of the Hotel Employees & Restaurant Employees protesting conditions at Las Vegas hotels.



Trainees are instructed on the operation of an air-powered rock drill.

Contractors join Laborers in new training program

Boston

A joint project of the Laborers and the Associated General Contractors celebrated 20 years of worker education and training in the construction industry with an eye toward new techniques and needs for the 1990s.

The Laborers-AGC Education & Training Fund, which trains workers in the construction field and in newer areas including hazardous waste removal, asbestos abatement and oil spill clean-up, stressed that training will be critical to meet future economic challenges and health and safety needs of workers and communities.

Laborers Sec.-Treas. Arthur A. Coia and contractor Felix J. Conti outlined two new projects that will require specialized training for workers—the cleanup of Boston harbor and construction of a major tunnel and highway project through the city.

Union members will begin offsite training for work on the tunnel at the labor-management facility in Hopkinton, Mass., while Laborers involved in the harbor project will participate in a hazard communications training program. That program emphasizes the toxic chemicals they will encounter on the job and how to protect themselves and the community.

The mandate of the joint project is to teach the basics, and "when the basics keep changing, the need for classroom and hands-on instruction grows even greater," Conti said. "From a contractor's perspective, this training is essential. It means we know that our employees are more qualified, responsible and productive...and our work sites are safer."

Inbrief

UFCW wins new contract after striking 81 days

Seattle

Some 12,000 members of four Food & Commercial Workers locals in King County overwhelmingly ratified a new three-year contract with the area's largest supermarkets, ending an 81-day strike-lockout.

The walkout began May 11 at five stores operated by Food Giant, after the collapse of negotiations between the UFCW and Allied Employers Inc., bargaining representative for the supermarkets.

This action triggered a lockout at other chains belonging to the industry group, including Albertson's, Safeway, Fred Meyer, Associated Grocers and a number of large independents.

The new agreement provides wage increases of 30 cents an hour for top-scale grocery clerks the first year, and 25 cents hourly in both the second and third year.

The UFCW also won a health and welfare package which included a 50-cent per hour increase over the term of the agreement.

California AFSCME nurses win after 14-year struggle

Pomona, Calif.

Members of the United Nurses Association, an AFSCME affiliate, ratified their first contract with St. Francis Hospital. The vote came 14 years after the union first won representation and bargaining rights at the hospital.

The three-year agreement improves pay for three-quarters of registered nurses at the hospital by 12-20 percent, said UNAC President Kathy Sackman.

The agreement also includes a second and third year wage reopener clause.

The nurses voted for union represention last year by a three-to-one vote.

UNAC represents nearly 6,000 registered nurses in California.

Oregon minimum wage $4.75, nation's highest

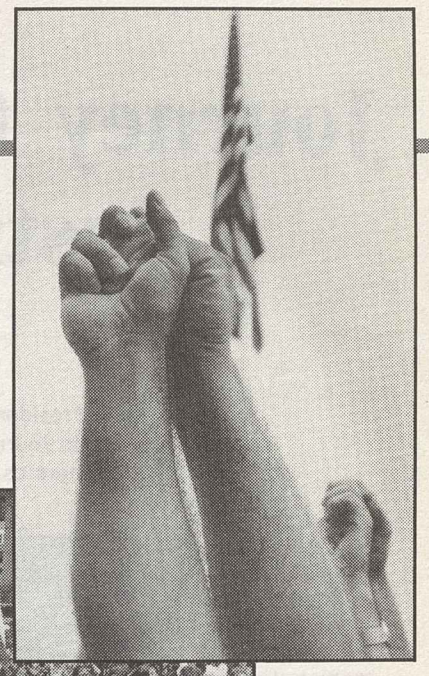
Portland, Ore.

The state legislature voted to boost the current $3.35 hourly minimum wage to $4.75 by 1991, making Oregon's minimum the highest in the country.

The current state law covers less than 10 percent of the state's workforce, but the new minimum wage will affect virtually all Oregon workers, mandating that they receive the higher of the federal or state minimum wage rate.

The pay bill won passage despite a last-ditch Republican effort to cap the minimum at $4.25 an hour, restrict coverage only to those not protected by federal law, and allow a tip credit. Gov. Neil Goldschmidt (D) signed the measure, lifting the state pay floor to $3.85 on Sept. 1, $4.25 on Jan. 1, 1990, and $4.75 on Jan. 1, 1991.

SOLIDARITY '89



Which Side Are You On?



Lane Kirkland said the tour was to answer one question: Which Side Are You On?

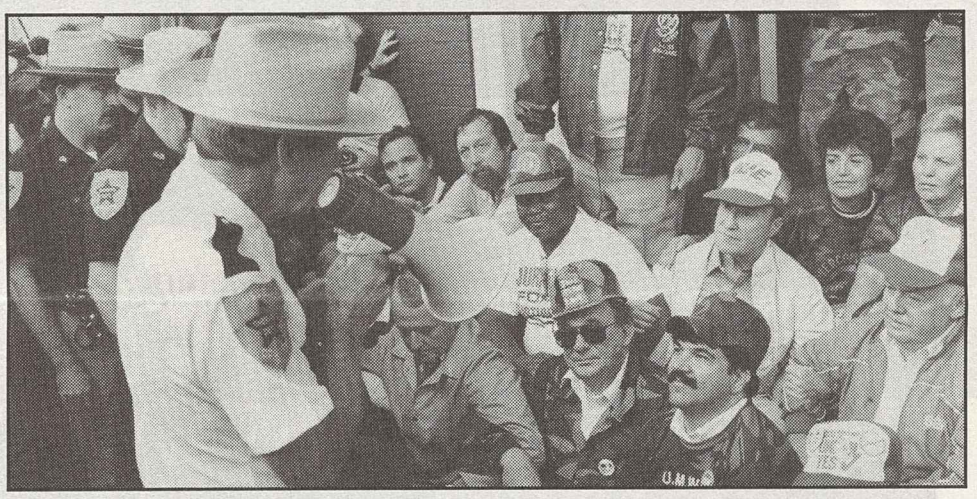
Leaders of 12 major unions went with him Aug. 23 and answered that question across Virginia. ''We're on your side,'' he said. ''The only side to be on.''

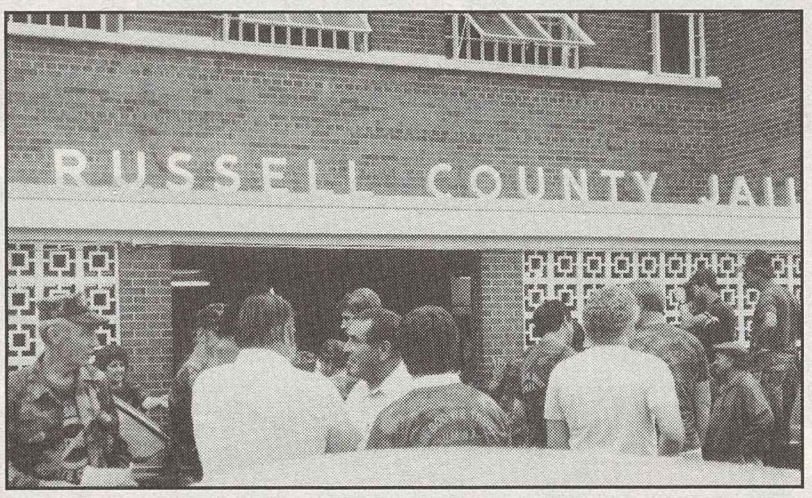
They were in Richmond early in the day when the Pilots, TWU flight attendants and Machinists came in for one of the stops on their 3,000-mile Journey for Justice.

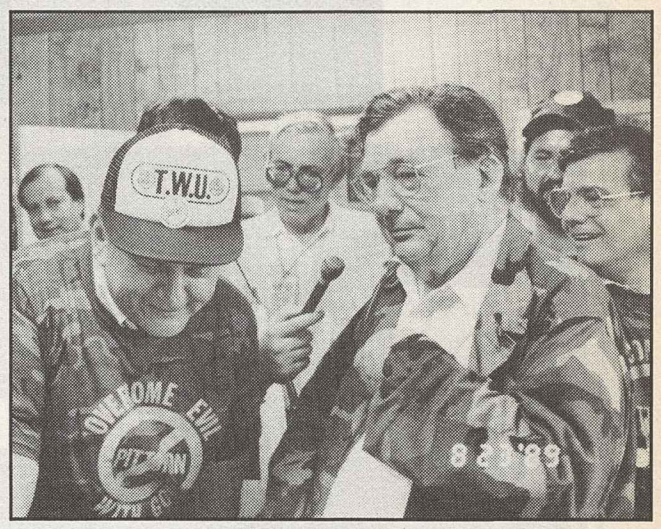
With them in Richmond were several hundred red T-shirted Communications Workers, whose secretary-treasurer, Jim Booe, was able to announce a pending settlement of the strike against the local unit of Bell Atlantic.

A settlement. The point to any strike.

Settlements were not in sight the rest of the day, spent in southwest Virginia supporting the Mine Workers on strike against the Pittston Coal Group, an employer more like Eastern.







The three unions at Eastern have been out since March 4, blocked by an employer who can't run an airline and can't stand unions; the Mine Workers at Pittston have been out since April 5, blocked by an absentee owner in Connecticut who is willing to lay waste the southwest Virginia economy for a few dollars more. He's backed by a Democratic governor who uses the state police to escort the scabs.

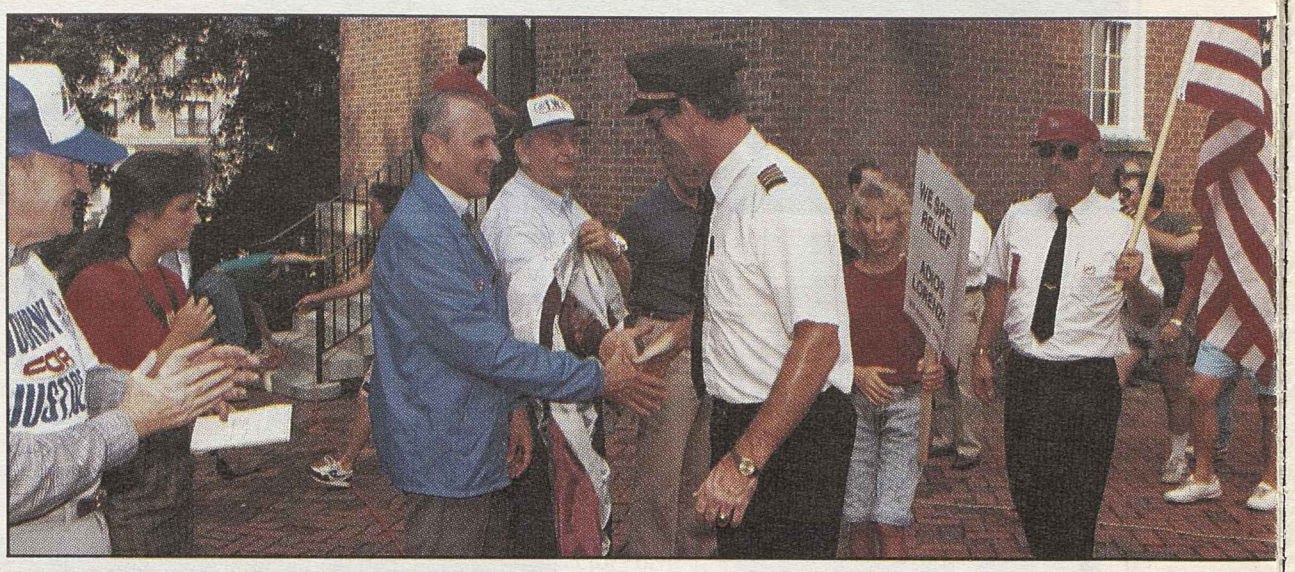
Kirkland was arrested in Lebanon for sitting down on the steps at the Russell County Courthouse. Tom Donahue, six other AFL-CIO Executive Council members, UMWA President Rich Trumka, four other union presidents—in all 19 trade unionists from around the country—sat down with him.

With union leaders blocking the courthouse doorway, the sheriff took a UMWA bullhorn to say they had 10 minutes to clear the area or be arrested. He and his deputies stood by while Kirkland, his harmonica and several thousand committed voices finished Solidarity Forever and Amazing Grace.

They were arrested, booked and went before a magistrate to post bond. **Charge:** ''Obstructing free passage of others,'' a misdemeanor. **Hearing:** Dec. 5. **Bond:** guaranteed by Thelmer Wallace, a disabled area resident who put up his home so his UMWA neighbors can continue the civil disobedience necessary to breath life into the First Amendment freedom to assemble.

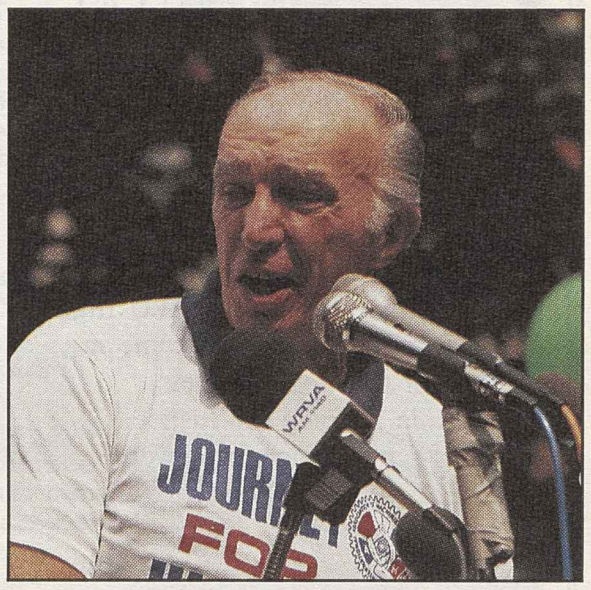


Journey for Justice

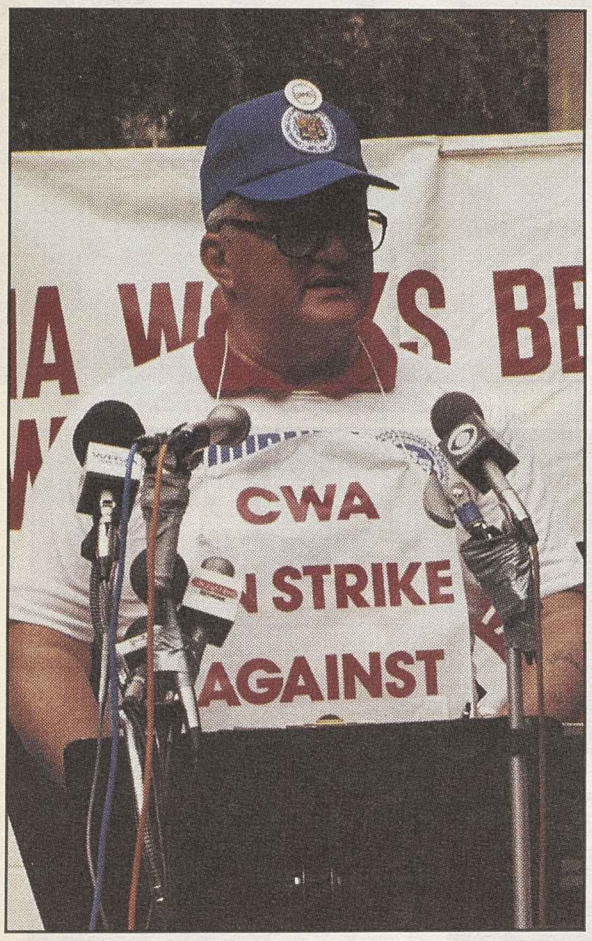


ALPA President Henry Duffy greets Journey for Justice marchers as they arrive in Richmond.









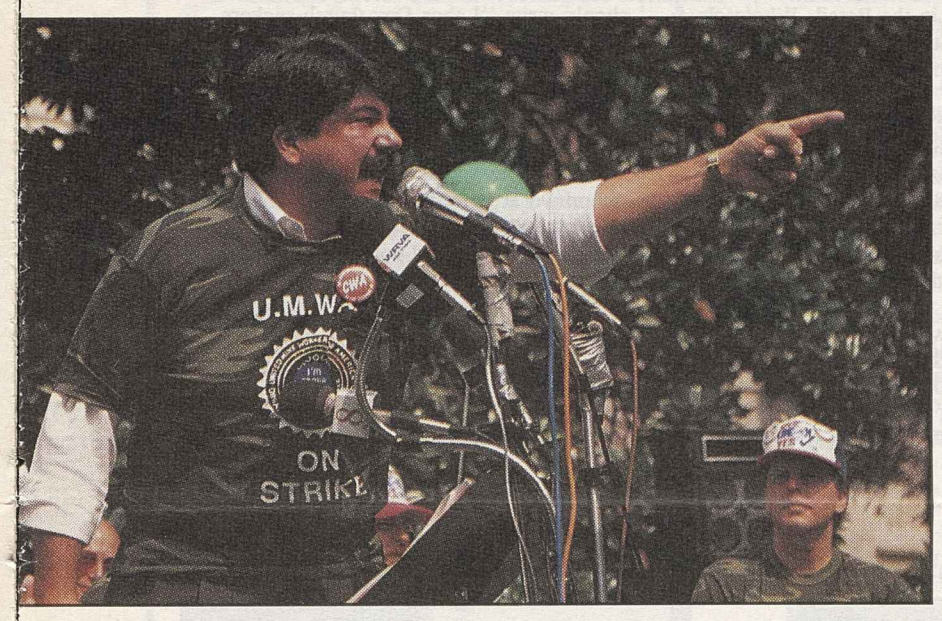
CWA Sec.-Treas. James Booe announces Bell Atlantic settlement.

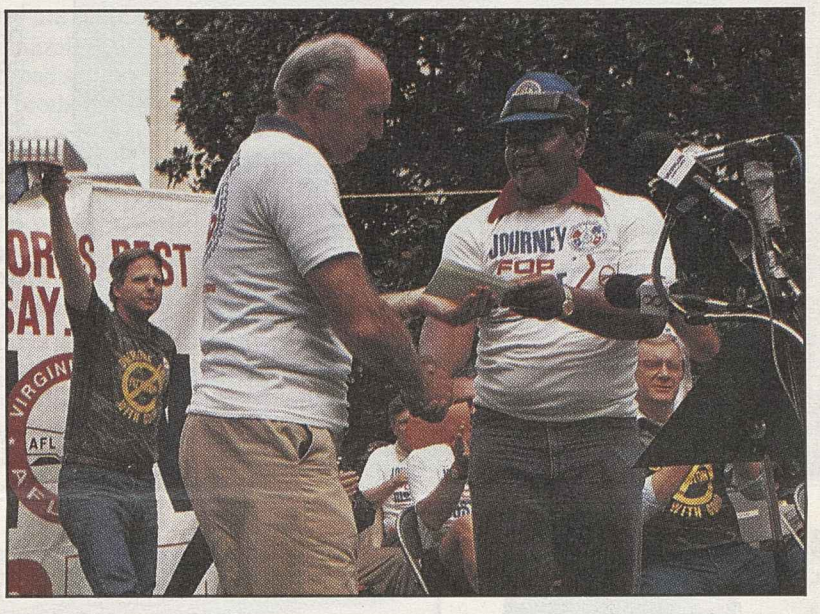


CWA members cheer new contract won after 23 days on the picket line.



Steelworkers Vice President Leon Lynch hands AFL-CIO Sec.-Treas. Thomas R. Donahue a $25,000 check for the Fairness at Eastern fund, below.





Camp Solidarity

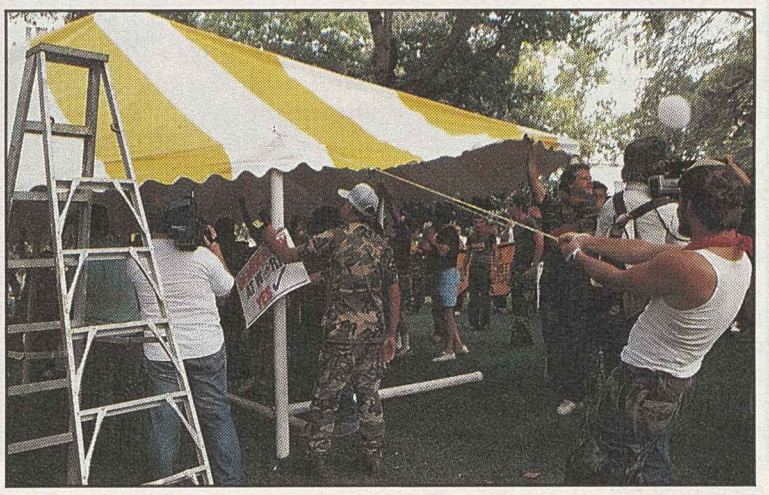
Camp Solidarity drives Pittston's rent-a-cops and the Virginia State Police crazy. They can't go in there. It's private property.

It was raining the day Lane Kirkland went to Camp Solidarity. So you couldn't see the surveillance helicopters. But later at the community field (next page) behind the Hardee's in St. Paul, you could hear the chopper circling.

Camp Solidarity is just ten acres. Owned by a local supporter, it has room for trade unionists to camp there.

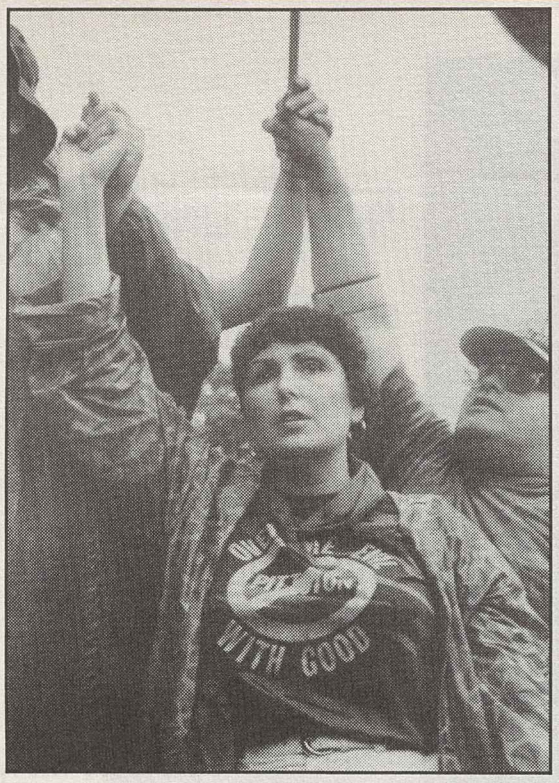
The day the union presidents went there, Electrical Workers from Indiana were camped out, taking their turn on the picket-line, answering which side they're on.

Catfish. Hushpuppies. And heavy on the solidarity.



Below, catfish time at Camp Solidarity. Left, UMW members pitch camp on capitol grounds in Richmond, vowing to stay to see the governor.





What a lift you gave us

The United Mine Workers rally every Wednesday at 7 p.m. at the community field in St. Paul, Va. They've got a high platform there and a sound system.

There wasn't much parking room the night the AFL-CIO came. The field was packed, the highway was lined, the Hardee's was surrounded. There was space at the Food Lion, but no one goes over there. . .Belgian-owned Food Lion is giving the Food & Commercial Workers a hard time in a number of places and—sure enough—is one of the very few in the area that doesn't support the UMWA.

Kirkland spoke first, Rich Trumka spoke last.

Lenore Miller said her arrest paper from earlier in the day was the proudest possession of her life. Trumka described her members in the Retail, Wholesale & Department Store Union as "down on their hands and knees taking care of the sick" at New York City hosptials, the same as those "on their hands and knees maintaining the planes at Eastern or mining the coal at Pittston. Employers can no longer treat one as if the other didn't exist."

Jerry McEntee of AFSCME brought the proxy of the Letter Carriers, and a check from them, along with the support of his own million-member union.

Leon Lynch of the Steelworkers brought a $50,000 check. In Richmond at the start of the day, he had $25,000 from the USWA for the AFL-CIO Fairness at Eastern Fund.

Jack Joyce of the Bricklayers caught up with the union presidents at the rally and all three presidents of the unions at Eastern were there: **George Kourpias** of the Machinists, **Henry Duffy** of the Air Line Pilots and **George Leitz** of the Transport Workers flight attendants. AFL-CIO Vice President **Jack Gannon** was introduced as coming from a profession, the Fire Fighters, where lives are on the line on the job, like the mines.

Bill Bywater of the Electronic Workers (IUE) said that if Pittston CEO Paul Douglas Jr. hadn't caught on yet that the UMWA solidarity was solid then he must be "a stupid son of a bitch."

John Sweeney of the Service Employees said Bywater should speak his mind and quit equivocating.

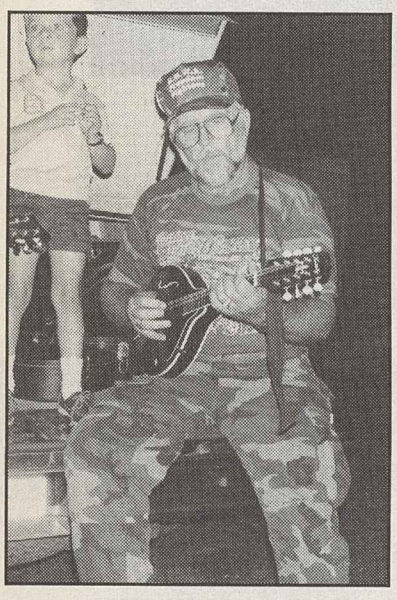
Tom Donahue said no journalist should write "Labor Day thumb-suckers on the state of unions today" unless they were present. Virginia State AFL-CIO officers **David Laws** and **Danny LeBlanc** and Trumka's fellow UMWA officers rounded out the group.

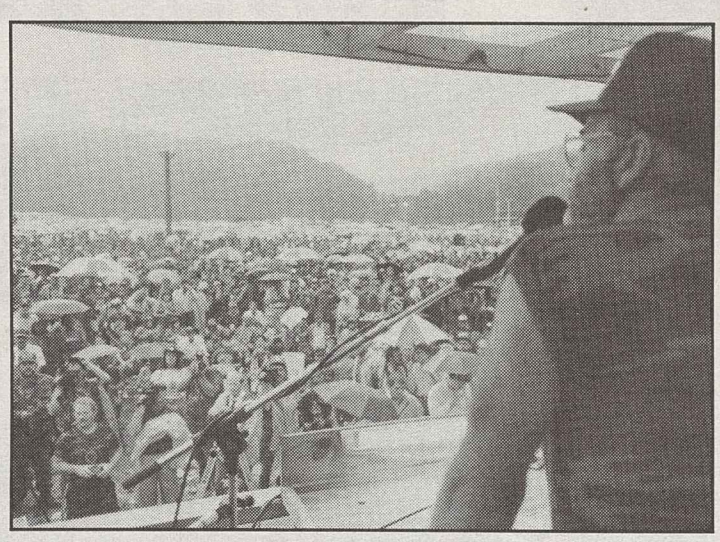
The reporters who were there guessed the crowd at more than 5,000. It rained intermittently all day. They were stoic and they were soaked and they cheered.

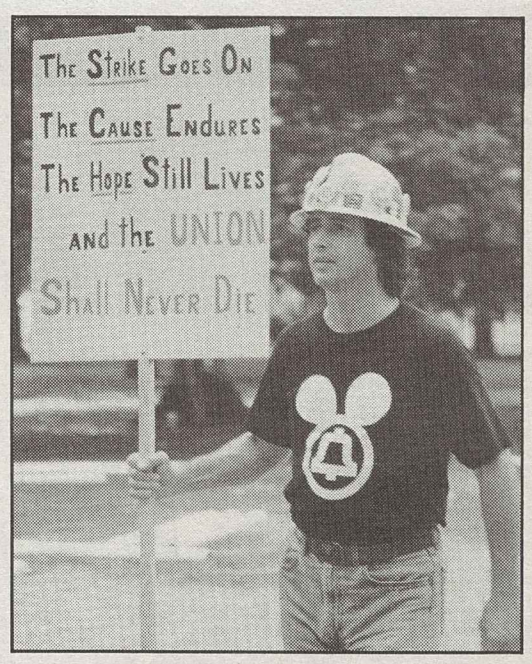
Every time the visiting union officers moved, hands were extended in solidarity and UMWA members said repeatedly. . ."you'll never know what a lift you gave us."

"If only," McEntee said, "they could know what they do for us."



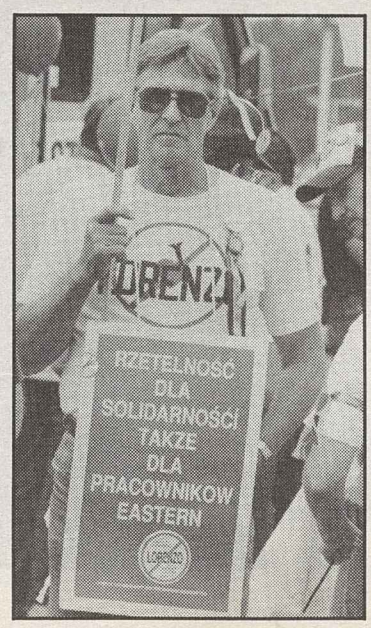


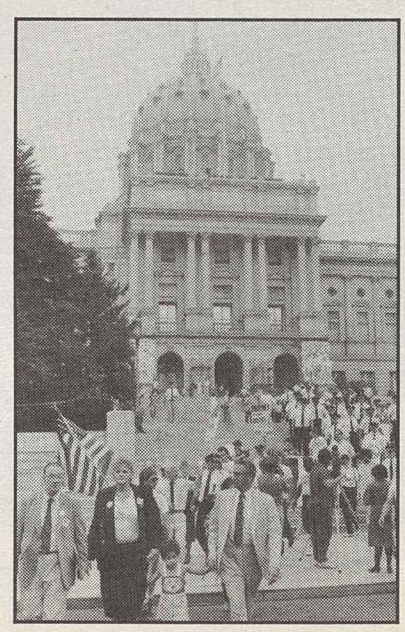




And the Journey for Justice goes on... to Charleston, Pittsburgh and Harrisburg

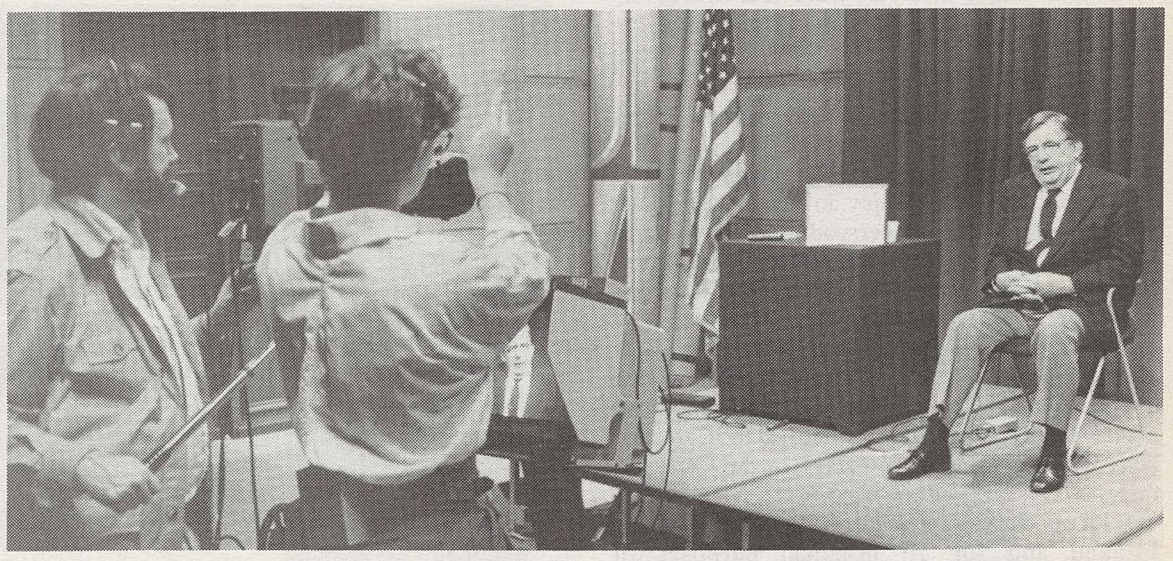






'Working men and women rising to their feet'

Kirkland sees 1989 as solidarity's year



Local TV interviews for Labor Day were conducted with Kirkland via satellite with correspondents across country.

By Lane Kirkland
President, AFL-CIO

Under the banner of solidarity, at home and throughout the world, labor is on the march toward its traditional goal of securing for all workers a fair share of the wealth they help create and a full measure of dignity and justice at the job site and throughout society.

We celebrate Labor Day 1989 at a time when working men and women all over the planet are rising to their feet and asserting their fundamental rights.

In Poland, a group of courageous individuals, members of the free trade union movement, have taken control of events and have given birth to that nation's first non-communist government in more than four decades. In Hungary, Chile, and South Africa, workers' movements are the instruments of stirring changes in the course of human history.

Even in the Soviet Union, workers are testing the limits of hardened ideology by forming independent movements to better their own lives and the lives of their fellow citizens. The same is occurring in China, where working people played a major role in recent pro-democracy demonstrations and, tragically, were the first to be executed.

Here in the United States, the labor movement is gaining and expressing an ever-higher degree of solidarity in the pursuit of its essential purpose: to forge and exercise an instrument through which working people can help one another.

Crucial to this objective has been the effort to bring all of organized labor under the national umbrella of the AFL-CIO, an endeavor which has met with recent success with the affiliation or reaffiliation of five trade unions.

As always, the ultimate goal of labor's solidarity and activism is to reach agreements with management that put our members to work in jobs that give them the means to live their lives with the dignity and respect to which they are entitled.

Solidarity is also the mobilization of resources and moral support across the broad spectrum of the trade union movement for our brothers and sisters who are locked in bitter struggles with their employers. Whether they be the workers at Eastern Air Lines, coal miners at Pittston Co., telephone workers across the nation, hospital workers in New York, or musicians in the show palaces of Las Vegas, trade unionists know that an injury to one is an injury to all and they stand ready to help in any way possible.

The challenges to workers and their unions are as difficult as ever. In recent years, the accelerating pace of technological, economic, and social change has brought harsh economic realities that pose a constant threat to workers, their families, and national progress: the rapid mobility of capital across borders, the rise of a corporate financial system dominated by speculation and greed, and the metamorphosis of America from the world's leading creditor to its No. 1 debtor nation, to name a few.

We have felt the sting of betrayal by society's ostensible institutions of fairness, particularly a government that, in the name of neutrality, vitiates our right to strike, sanctifies scab labor, and distorts the purpose of the National Labor Relations Board.

All of these factors should serve as further reminders that no branch of the trade union movement can stand in isolation. We need each other, and solidarity means a spirit and a dedication to the proposition that working people standing together can bring about a better America and a better world.

The labor movement's historic ambition is to see to it that "liberty and justice for all" is not just a catch-phrase, but a fact of American life. In the coming months, and on into the next century, we will seek to make that ideal a reality.

As manipulators replace managers, the nation suffers

By Thomas R. Donahue
Secretary-Treasurer, AFL-CIO

Labor Day 1989 finds American workers on the leading edge of change, wrestling with problems resulting from the systematic replacement of business managers by financial manipulators.

Workers are the principal victims of those absentee owners who treat them, their plants and their communities as mere pieces on the financial chessboard...

In some industries, despite sometimes stormy labor-management relations, workers and managers still share the common bond of attachment to, the industry in which both worked. But the manipulators often know little about the industries they own, and care even less. Their sole concern is profit...

Our struggle with them will not cease until they understand that our jobs belong to us, that workers built companies like Eastern Air Lines and Pittston Coal Group and will never leave the field to the manipulators and asset-strippers who think they own us and our jobs.

Where rational business managers remain in control, unions have been able to make significant breakthroughs that point the way to the future. Innovative child care provisions, for example, have been negotiated at AT&T, at Harvard University and in a number of other contracts.

Child care and family and medical leave have important implications for all families—for those headed by a single parent and for those where both parents must work to keep pace with rising living costs. We will continue to bargain for family issues, and we will also continue to seek legislation.

Trade unionism is flourishing where the workforce is flourishing. We are growing where the jobs are growing. In the past decade, four of our unions in teaching, health care, public service and communications had an average growth of 200,000 each—compelling evidence that workers turn to trade unionism for the same reason they always have: better lives both on the job and when the day's work is done.

Workers have made gains despite government tolerance of harsh employer campaigns of intimidation, despite curtailment of the right to strike by continuing shifts in the law and its enforcement, and despite a judicial majority that systematically chips away at programs to achieve equal opportunity in the workplace.

Government's failure to respond to the national crisis in health care costs has loaded onto collective bargaining a burden it cannot safely bear. Government has also failed to bear its share of the vital task of training for the improved education and job skills in which America would invest if we were serious about competing with foreign producers.

And no one in government can explain away the national disgrace of an unemployment insurance system that denies 2 out of every 3 workers any benefits whatsoever.

The maintenance of decent standards and union growth remain our primary tasks. As the workplace changes, unions are changing, too. We have developed new collective bargaining approaches and new organizing tools, launched an innovative associate membership program, added a host of benefits to enhance the value of union membership, and tried to explain ourselves better to workers and the public through our national campaign, "America Works Best When We Say Union Yes."

On this Labor Day, we pledge to pursue our struggle through negotiation, litigation and legislation, and we renew our commitment to what has always been the trade union movement's goal: to do our best to assure all workers a chance to improve their well being in the year ahead.

Time to start over, back to basics

By Robert A. Georgine
President, Building & Construction Trades Dept.

The last Labor Day of the '80s gives trade unionists an unusual opportunity to assess our experiences and to consider approaches to the challenges of the final ten years of this century.

Workers for centuries have struggled to improve the conditions under which they must labor and they have made the most progress toward that goal because of the creation of labor unions.

Right now it may be difficult to describe exactly where we are. Collective bargaining appears to be falling apart in many instances. Conversely, the demand for skilled and highly motivated craftsmen continues to soar beyond an already all-time high.

Non-union contractors seem to be increasing in number. And yet, at the same time, the whole construction industry is apprehensive regarding the source of building and construction tradesmen and whether there will be a sufficient number of skilled persons to handle the work, particularly commercial and heavy industrial.

If we don't know exactly where we presently are, there certainly is no great mystery about where we have been and, less certainly, where we are headed.

In the last ten years there has been a torrent of propaganda to develop a "union-free society." We allowed nonunion contractors to expand by permitting them to compete unfairly through cutting wages lowering working conditions, undercutting the apprentice and training programs and generally—strictly for their own short-time profit—undermining the future of the construction industry.

There developed a psychology disastrous to the growth of unions. Many building and construction tradesmen questioned the wisdom of belonging to a union. They began to believe the propaganda that comparable wages and working conditions could be obtained without belonging to a union.

This situation became especially bad in places like North and South Carolina, Louisiana, Texas, Arizona, New Mexico, Montana and Wyoming.

So the challenge which lies ahead is obvious. We have to start all over again in many regions. We have to start from scratch. We have to go back to the basics.

To make ourselves stronger, this may mean that we must develop a more militant viewpoint.

Unions find ways to aid associate members

The following is excerpted from AFL-CIO President Lane Kirkland's 1989 Labor Day roundtable discussion with 12 Washington-based print reporters.

REPORTER: Can you be more specific about how unions skirt the NLRB?

KIRKLAND: Well many of our unions never go seek an election. They simply do picketing and have in-plant campaigns and persuade the employer to agree to a voluntary election without the NLRB procedures or a card-check recognition. Our laws don't recognize a card-check but it's still an accepted means of obtaining recognition. In Canada card-check recognition is routine and in fact is protected by the law. That's why their rate of growth is somewhat higher than ours. If we had the Canadian laws we'd be growing in excess of the Canadian rate.

A lot of countries—in Austria, in Scandinavia and Finland and for all practical purposes in Germany—it's impossible for an employer to evade a collective agreement. Negotiated collective agreements between the trade union movement and employers associations become the prevailing requirements for operating any establishment in that country, whether it's union or not. You cannot escape it.

REPORTER: What do you say in view of the Nissan defeat? What does it mean?

KIRKLAND: I would have liked to have won that election, of course. But Nissan is not a defeat. . .it is only perhaps the beginning of the first quarter. The game is not over. The United Auto Workers lost nothing that they had before. They did gain a body of working people there who, in spite of all of the extraordinary pressures and inducements, stood up for their union. That is a pretty good base for the future.



An annual event is Lane Kirkland's roundtable with Washington-based print media reporters.

Consider that this company placed its plant in an area that it believed would be unreceptive to trade unions. This company screened something over 120,000 people with a series of four interviews, using psychological litmus tests, in an effort to find a couple of thousand out of that 120,000 or more whom they could count upon to vote against the union. Even then they lost over 700.

If I can define the parameters and the contents of any electorate, I would win every election by a much bigger margin. About 50 miles from Smyrna, Tennessee, there was another election at a large plant where the employer hired a workforce without all of this scientific and concerted anti-union effort. We had an election at Russell Stover and we won it 430-255. I have yet to see anything in the press about that. There have been 13 elections in Tennessee in the past six months. We won seven and lost six.

REPORTER: On the associate members, are you changing the way you are dealing with them?

KIRKLAND: There are many ways in which we can serve working people pending a contract. We've created an arm of the federation we call the Union Privilege Benefit Corporation where we use the collective market power of 14 million families to negotiate with vendors the best possible terms of quality and price.

That has led to a credit card where we were able to knock down the going rate for consumer credit by at least 5 percentage points. That has saved our members, in a very short time, considerably more than the per capita tax that all our affiliates pay to the AFL-CIO.

We also have established a legal services program under which members can get legal advice and help on any legal problem, often for free, or at rates well below the going rate of the lawyer if it is more complicated. We have a program of group term life insurance to supplement what insurance they may have on their job as well as discount vacation services. We are continually exploring other avenues of what we can provide better than people could get individually. . .

In Montana we have established what we call an American Family Union, where we form a direct membership through the state AFL-CIO. It is something that I think has tremendous potential. Participants do not have to be union members.

REPORTER: But there's no way a union can intervene for associate members in the workplace?

KIRKLAND: Yes there is. Everyone is covered by a number of laws that assure against discrimintion on the grounds of age, sex, race. There are laws assuring a person of overtime in excess of eight hours a day or 40 hours a week. There are occupational safety and health laws. But no one is protected by these laws unless they have some way to assert these rights and you don't have to have union recognition to assert those rights. We can provide those people the means to assert those rights. We also have a community services network throughout the country where we can give help to members who have family problems of one sort or another. We do that systematically and it's another benefit that we can provide.

REPORTER: How many associate members are there? Roughly how many?

KIRKLAND: I think we have something up to 300,000 now. I haven't seen the latest figure. For many of the unions who are using it, it is actually just starting. . . .it is in its early, early infancy. When we discussed it, I think one of the arguments that perhaps convinced people that it was worth trying was that unions were formed when there were no collective agreements. . .when, in fact, union action was illegal as a conspiracy. Many of our affiliates were formed and grew as benefit associations, nowhere near getting real collective bargaining with the employer. The Letter Carriers today are celebrating their 100th anniversary. They got their first collective agreement about 20 years ago. They were organized before they got any collective agreement, so they took members on the basis of representing them in any number of other ways.

Your 'right' to strike means you get fired

By Howard D. Samuel
President, Industrial Union Dept.

One of the most serious threats to the welfare and security of American workers is the growing practice of hostile employers to permanently replace strikers—in effect, firing them for striking.

The obvious result is to undermine workers' traditional right to withhold their labor in the face of employer intransigence, when negotiations break down. It is a right that took more than a century to codify in the United States. But it has taken less than a decade to undermine it, prompted by the Reagan Administration's replacement of the striking air traffic controllers in 1981 and its subsequent encouragement of anti-union attitudes among business leaders.

In a more recent twist of the anti-union knife, a few employers have started advertising for replacement workers while contract negotiations are still underway. The result is to tilt what should be an even balance of strength in favor of management, endangering the very institution of collective bargaining itself.

This is no theoretical threat. . . .What can be done about it? One thing is sure—American labor cannot postpone defending its most precious heritage, the right to strike.

One interim answer is the development and use of in-plant tactics, which encourage workers to strengthen their solidarity and defy hostile employers from the shop floor.

But the only solid answer is legislation to guarantee to workers that they will not lose their jobs as the result of a legal strike. The course of legislation is slow, however, and while the alternatives are being debated, the labor movement should start an educational program to build the community support necessary for a legislative campaign to succeed.

The educational program must start with our own members—many of whom have not yet been exposed to the threat to their right to strike. . . .Political candidates must be convinced that they are the front-line soldiers in the battle to win government protection of the right to strike, and those who ask for our help cannot go AWOL on this issue. . . .

We need to examine corporate raid plague

The following are excerpts of Labor Day statements from religious denominations.

We regret that Congress and the President have failed to agree on an increase in the minimum wage so that low-income workers can more adequately care for their families.

We urge our government leaders to enact legislation for comprehensive child care, family and medical leave, health care coverage for all Americans, and an increase in the minimum wage. An investment in the security and well-being of our children and families is an investment in our nation's future.

—Rev. James A. Hamilton
National Council of Churches

A strong trade union movement, with widespread collective bargaining, can strengthen all of society. A recent U.S. government report showed that union workers earn $2 more an hour in wages and $3 more in benefits than unorganized workers. Because of their higher pay and better security, they are less likely to need government-provided welfare or health benefits. Union workers are also more likely to have a voice in workplace decisions and local affairs. Strong democratic unions can be the training grounds for community leaders. That is one reason unions have been resisted by totalitarian regimes and why they should be fostered in democratic societies.

We all need to examine the ethical and human dimensions of policies and practices that have encouraged a plague of "greenmail" raids, hostile takeovers and leveraged buyouts that are loading American corporations with unmanageable debt at the expense of jobs, dividends and productivity. We need to examine how government policies encourage or discourage employers from campaigns to dismantle established unions, unilaterally rescind health and retirement benefits or restructure so as to block organizing efforts. . . .

The value of democratic labor unions to a free society must be recognized at home as well as abroad. Through unions, workers can not only have more, they can be more.

—Bishop Joseph M. Sullivan
U.S. Catholic Conference

Data

Federal sector pay gap expands to 29 percent

AFGE calls for system overhaul to end crisis

Calling the gap between private sector and federal salaries a ''canyon,'' the Advisory Committee on Federal Pay recommended a 10 percent increase in federal worker salaries and additional raises to wipe out the shortfall over the next four years.

The committee reported that the average pay gap for fiscal year 1989—the difference in salary between white-collar workers in the federal service and those in private industry—had widened to 28.6 percent from 26.3 percent a year ago.

Government Employees President John Sturdivant called for a major overhaul of the civil service pay system ''if the government's current recruitment and retention crisis is to be stopped.''

He criticized the ''piecemeal approaches''—benefiting only a small number of federal workers—that were included as demonstration projects in House and Senate appropriations bills as failing to ''address the overall pay deterioration problem.''

The proposed pay raise of 3.6 percent in January 1990 ''does not even keep up with the current rate of inflation'' let alone begin to close the gap, he said.

The committee stressed that a 10 percent pay hike is necessary ''to send a strong message that the federal government is serious about the need to recruit and retain well qualified employees.''

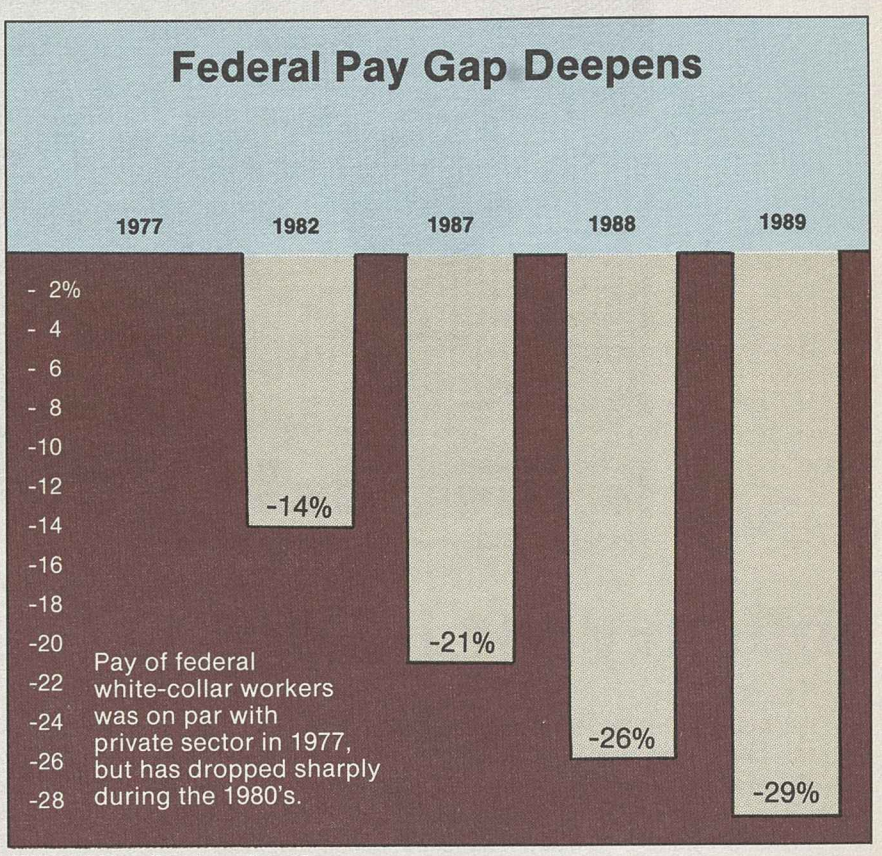
Agencies and offices nationwide are seeking to escape the general schedule pay system to help find and keep qualified workers, the committee said, citing examples of the Federal Deposit Insurance Corp., which provides an additional cost-of-living payment, the Federal Bureau of Investigation, which pays agents reassigned to the New York metropolitan area a lump sum bonus and administrative law judges who are seeking special corps status to receive higher salaries.

This system ''was tried and found disruptive'' in the early 1920s, the committee warned, stressing that the government must redesign its pay procedures.

The committee also recommended that:

- Locality pay legislation—with wages based on the cost of living or a survey of private sector wages paid in that area—be adopted by Congress.
- An innovative health benefit program be developed, to counter the declining health care options available to federal workers.
- The pay cap on 1,000 workers in the highest grades of the general schedule be removed and that salaries of the top leaders of the judicial and executive branches be increased by 25 percent.

AFGE supports a locality based pay system modeled after the Federal Prevailing Rate Advisory Committee and the establishment of a tripartite committee to oversee the system.



SOURCE: Advisory Committee on Federal Pay

GNP revised upward, but trails 1st quarter

The economy grew at a 2.7 percent annual rate in the second quarter, according to the Commerce Dept.'s revised report on the gross national product.

While the GNP picked up a full percentage point over an earlier government estimate, it was still well below the first-quarter 3.7 percent growth rate.

Consumer spending was the major factor in the upward revision, the department's Bureau of Economic Analysis noted. Spending on personal consumption rose at 2.2 percent during the spring months, double the amount in the earlier estimate. Government spending also increased, but the housing sector remained weak during the second quarter.

The GNP price index that measures the rate of inflation rose at a 5.1 percent annual pace, up from 4.8 percent in the first quarter.

Trade deficit tops $54 billion despite first half export gain

The United States ran up a $54.3 billion foreign trade deficit in the first half of 1989 as imports poured in at a $234.3-billion clip. That left a hefty shortfall even though exports topped $180 billion for a six-month high.

At the current pace, the nation is headed for total deficit of $108.6 billion in 1989, about $10 billion below the $118.5 billion it posted last year.

In the manufactured goods sector, imports far exceeded exports during the six-month span. For autos, parts and engines, exports totaled $14.3 billion in the January-June period, compared with imports of $43.8 billion. And imports of nonautomotive consumer products totaled $49.6 billion while exports were only $15.9 billion.

The one bright spot in the manufacturing sector was in capital goods, as exports in the first half amounted to $59.2 billion, compared with $56.1 billion in imports, the Commerce Dept. reported.

In June, the trade deficit eased to $8.2 billion from May's revised figure of $10.1 billion. Imports dipped a bit to $39.1 billion while exports edged up to $30.9 billion.

Exports of manufactured goods at $23.9 billion were about the same as May and $1.1 billion above the January-May average. But imports of manufactured goods totaled $32.4 billion and exceeded the January-May average by $1.5 billion.

The six-month deficit with major trading nations added up to $27.4 billion. That includes shortfalls of $4.5 billion with Canada and $24.5 billion with Japan. The United States posted a $1.5 billion surplus with the European Economic Community in the first half, despite a $3.8 billion deficit with West Germany.

Statistics at a Glance

Consumer Prices

	July '88-July '89	June '89-July '89
All Prices (CPI-W)	5.1%	0.2%
Food	5.7%	0.3%
Housing (Shelter)	4.8%	0.7%
Medical Care	7.5%	0.8%
Energy	8.4%	–0.8%

Workers' Earnings

Real Average Weekly Pay	3 years ended July 1989	1 year ended July 1989
All Private Industry	–2.1%	–0.9%
Manufacturing	–4.7%	–2.6%

Home Construction

Housing starts	1986	1987	1988	May-June '89
(Millions of units)	1.80	1.62	1.49	1.39*

*Annual rate

Family buying power declines 1.1 percent

Inflation outpaced wage increases during the 12-month period ending in June, forcing a net loss of 1.1 percent in the purchasing power of America's families.

The Bureau of Labor Statistics reported that although median family earnings rose 4.2 percent in a year's time, consumer prices climbed 5.3 percent in the same period, resulting in the continued decline in real earnings.

As Americans struggled to keep pace with inflation, the number of two-earner families increased 900,000 during the year to a total of 25.8 million. Their combined earnings rose 5.1 percent—leaving them with a decline of two-tenths of 1 percent in their buying power.

The median income of families headed by women remained about half those for married couples, even in those cases where only one spouse was employed. Earnings for those households headed by women rose only 3 percent from the second quarter of 1988, driving down their purchasing power 2.3 percent.

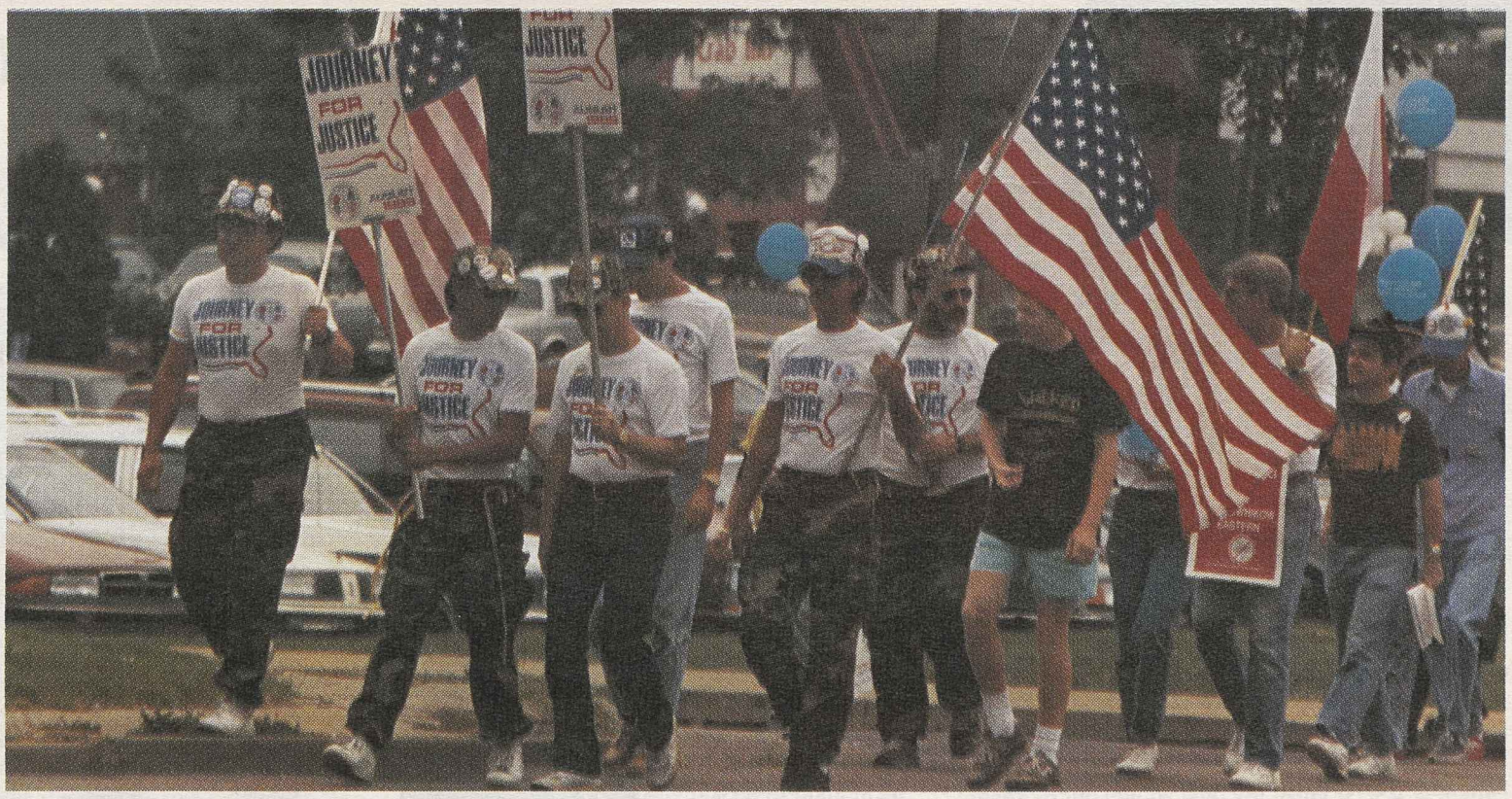
With median earnings of $647 a week in the second quarter, earnings of white families continued to exceed those of black families, where the median was only $439, and Hispanic families, which had median earnings of $451.

In a related report, the government conceded that the 94.4 million Americans working full-time continued to lose ground in their fight against inflation.

Declines in real earnings were 4.7 percent for operators, fabricators and laborers; 1.5 percent for technical, sales and administrative support workers, and 1.2 percent for those in service occupations.

The economy continued to be plagued by a gender gap in wages. The median level for women working full-time remained at 69.4 percent of that for men. This ratio has changed little since 1986. Black women earned 83.4 percent of the wages received by black men.

Median pay for black men working full-time was $362 a week in the second quarter, 76 percent of the $479 median for white men. For black women, the $302 weekly median was 92 percent of the $329 earned by white women.



Journey for Justice marchers reach Pittsburgh and head to a rally at Station Square.

Journey for Justice to finish on Capitol steps

As the Journey for Justice marchers head toward their final stop in Washington on Sept. 6, union supporters have been contacting their senators to press for congressional help in resolving the Eastern Air Lines dispute.

In meetings at senators' home offices, local union leaders—joined by pilots, machinists and attendants in uniform—have been calling for help in settling the dispute. Proposed actions include congressional investigation of Eastern's shaky reorganization plan, serious safety concerns, industry competitiveness, and the stripping of Eastern assets that began long before the Mar. 4 strike. Establishment of a presidential emergency board could help end the strike.

The lobbying effort will continue when Congress returns to Washington after Labor Day, and Eastern workers and supporters make the rounds of senators' offices following a Sept. 6 rally in Washington that ends the 3,000-mile Journey for Justice.

A House Public Works subcommittee, chaired by Rep. James Oberstar (D-Minn.), will hold hearings on the Eastern dispute when Congress returns after Labor Day. The Securities & Exchange Commission is conducting a separate investigation of Eastern and Texas Air finances and the General Accounting Office is studying the Eastern situation.

And bankruptcy court examiner David Shapiro will open an investigation into the pre-bankruptcy asset transfers from Eastern to Continental and Texas Air, beginning Sept. 6, and has asked ALPA to aid in the review.

INSIDE

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AFL-CIO NEWS

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Tennessee workers at Russell Stover candies vote 430-255 for representation by the Bakery, Confectionery & Tobacco Workers.

2 Oct. 7 Housing Now! draws union effort
AFL-CIO Housing Committee Chairman John T. Joyce fills in plans for wide union support of the Housing Now! march on Oct. 7.

3 A silent march for civil rights
Recent adverse Supreme Court decisions undercutting civil rights gains of the last 25 years provoke a response from the NAACP and union allies.

5 Which side are you on?
Lane Kirkland leads a tour in support of workers who are on strike at Eastern Air Lines, Pittston Coal Group and the regional Bell operating companies.

8 Workers on march for their beliefs
Labor Day 1989 finds workers on the march under the banner of solidarity. The bonds of unionism were strengthened by the struggles of the 1980s.

10 Associate members: a promising start
There are many ways unions can serve workers before they win a collective bargaining agreement such as in asserting their legal rights in the workplace.

UNION YES

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AFL-CIO NEWS

VOLUME 34, NUMBER 19 SEPTEMBER 16, 1989

FOCUS



Journey for Justice marchers rally at the U.S. Capitol in their continuing campaign to gain a fair settlement at Eastern Air Lines. Senators and congressmen pledged they were on the workers' side. See Pages 4 and 5.

Kirkland pushes vote on Eastern

By Candice Johnson

The 4,500-mile Journey for Justice came to the steps of the U.S. Capitol as nearly 1,500 cheering union members pledged to keep alive the fight for fairness at Eastern.

AFL-CIO President Lane Kirkland said labor is pressing the Senate for action to help resolve the Eastern dispute.

"We're entitled to know which side our senators and representatives are on," he declared.

Unionists already know which side President Bush is on, Kirkland said, noting that Bush's refusal to appoint an emergency panel—the first such presidential rejection of a National Mediation Board recommendation in an airline dispute—was "exactly what Frank Lorenzo wanted him to do."

And "we know which side the federal judiciary is on" as the bankruptcy court has granted Lorenzo's "every wish during the past several months of proceedings."

Kirkland told the rally that he had met with Senate Majority Leader George Mitchell to press for a Senate vote on the Eastern crisis.

The Senate leadership proposed the creation of a three-member blue ribbon panel that would:

- Investigate and make recommendations for an equitable settlement at Eastern and review the adequacy of employee collective bargaining rights in bankruptcy proceedings involving air carriers.
- Examine the hiring of replacement workers and its impact on aviation safety.
- Investigate the concentration of foreign ownership of domestic airlines.
- Determine whether the Transportation Secretary should be authorized to intervene to maintain competition in the aviation industry in light of mergers and acquisitions of air carriers.

The panel would complete its work and offer a report within 45 days.

Union members are being urged to contact their senators and press for their support for the blue ribbon panel.

Pilots and flight attendants in uniform, Machinists in their "Journey for Justice" T-shirts, and supporters from scores of unions raised their voices against Lorenzo and his union-busting tactics and the government's tacit support for him.

Capt. Jack Bavis of the Pilots; Charlie Bryan, Machinists District 100, and Mary Jane Barry, Transport Workers Local 553, presented eight bins of petitions to AFL-CIO Sec.-Treas. Thomas R. Donahue.

Donahue said that message—that hundreds of thousands of citizens support the Eastern workers—would be taken forward to Congress.

Machinists President George Kourpias, ALPA President Henry Duffy, Transport Workers President George Leitz and Mine Workers President Richard Trumka addressed the crowd.

Joining the union speakers were members of Congress who expressed support for the Eastern workers.



Labor Day—New York City's largest-ever Labor Day parade featured a massive contingent of Journey for Justice marchers—Machinists, Pilots and Transport Workers flight attendants—pressing for a settlement at Eastern Air Lines. Edward Cleary, president of the New York State AFL-CIO, was grand marshal of the parade that drew a half-million participants.

Battle boils on hospital unit rule

By Gene Zack

Fifteen years after Congress brought hospital workers under the protection of the National Labor Relations Act, organized labor is still battling for appropriate units for collective bargaining.

In the latest round, the AFL-CIO is urging the 7th Circuit U.S. Court of Appeals to ratify a National Labor Relations Board rule permitting as many as eight separate bargaining units.

The federation framed the problem confronting the appellate court this way:

"The ultimate issue here is whether the board will be permitted to determine hospital bargaining units that afford hospital employees a fair chance, in the real world, to organize and by so doing to vindicate the policy of the 1974 amendments."

Handed down by the NLRB on Apr. 21, the new ruling did not get into effect before Judge James B. Zagel of the U.S. District Court for Northern Illinois blocked it, upholding an American Hospital Association challenge to the NLRB action. The AFL-CIO and the NLRB are asking the higher court to overturn the district court ruling.

In a brief filed jointly with the AFL-CIO Building & Construction Trades Dept., the federation emphasized that the purpose of the amendments was to extend organizational and bargaining rights to health care employees in the belief that "unionism is necessary to overcome the poor working conditions retarding the delivery" of quality care.

At the outset, the AFL-CIO recalled, the board approached the appropriate unit question on a laborious, case-by-case basis that reflected the change of Administrations and labor board membership over the years.

In 1984, a board transformed by Ronald Reagan's first group of appointees arbitrarily divided hospital workers into three categories—professional, nonprofessional and guards.

Following a two-year rule-making process, the board earlier this year recognized what it called eight "natural groupings" of hospital employees—registered nurses, physicians, all other professionals, technical employees, skilled maintenance workers, office and clerical employees, all other nonclerical employees, all other nonprofessional employees, and guards.

But Zagel's ruling, the appeal said, would in effect guarantee the fewest number of bargaining units in each hospital in the land—a decision that would be at war with what the framers of the 1974 law had in mind.

Vegas bargaining again cut short

Las Vegas, Nev.

Picket lines remain up at five Las Vegas hotel-casinos as negotiations beween Musicians Local 369 and casino owners broke off.

The AFM local offered a compromise proposal, agreeing to allow the use of tapes in star rooms and eliminating work guarantees and stand-by pay. The union sought reinstatement of the 45 fired musicians and use of live music for show room productions.

But the hotels—the Tropicana, Bally's, Caesars Palace and the Las Vegas and Flamingo Hiltons—said they would spend only an amount equal to four musicians' salaries per year on live music and demanded unlimited use of tape and synthesizers.

Other union members at the hotels are joining picket lines during off hours.

Unions gear up for Housing Now buses to Washington

By Magda Lynn Seymour

Steelworkers in Bucks County, Pa., are among the first to charter a bus to Washington to join the march for Housing Now! on October 7.

The AFL-CIO is one of 160 groups in the Housing Now! coalition, along with the many celebrities who have signed on in support of the march.

The Housing Now! AFL-CIO campaign expects buses to come primarily from target cities listed below, but others will come from all over the nation.

Parking is available in a lot in which the AFL-CIO has purchased space at 315 14th Street N.W., at the west end of Federal Triangle between Pennsylvania and Constitution Avenues, across from the District building.

The labor marchers will meet in the southwest corner of Constitution Ave. and 15th St., under a huge AFL-CIO banner. The plans are to gather at the Sylvan Theatre near the Mall for an 11 a.m. rally. The marchers will then proceed through the city to the major event near the Capitol at 3rd St.

Labor marchers will be led by the 200-member Electrical Workers (IBEW) Bagpipe Band from New York. There will also be a labor speaker on the rally agenda and unionists are asked to wear their union caps and jackets and bring banners.

A portable picnic lunch is suggested, but vendors are situated along the Mall and the Smithsonian museums offer low-cast snack bars and cafeterias.

Network disc-jockey Casey Kasem is promoting a 1-900 phone number which costs $1.50 per call, with part of the proceeds going toward bringing people who cannot afford transportation costs to Washington for the march. Kasem's call-in effort to raise funds as well as to educate listeners about the march will be heard on 3,000 radio stations nationwide.

A Celebrity Yard Sale held Sept. 9 in Washington netted additional funds for the Housing Now! march, with a good showing during the auction by unionists.

Experts document national urgency of Housing Now

Three studies recently released substantiate the AFL-CIO's call for Congress to address the housing crisis in America.

● A report released last month from the American Affordable Housing Institute at Rutgers University turns the spotlight on the "near-homeless or housing vulnerable." The study compares current estimates of persons likely to be homeless on a given night (from 655,000 to 4 million) to those "living on the edge."

An additional 4 million to 14 million American families are now doubled and tripled up in the mostly overcrowded and deteriorating apartments of friends and family. They are one paycheck from the streets, the study found.

The report noted that a mild recession could cause homelessness in America to double or triple. It blamed the existence of such a large pool of near homeless people on housing shortages and economic problems of recent years. The only solution, it said, is the production of large numbers of low-income housing.

● Harvard University's Joint Center for Housing Studies just released its latest annual report which concludes that it's tough for younger workers and families to buy a house.

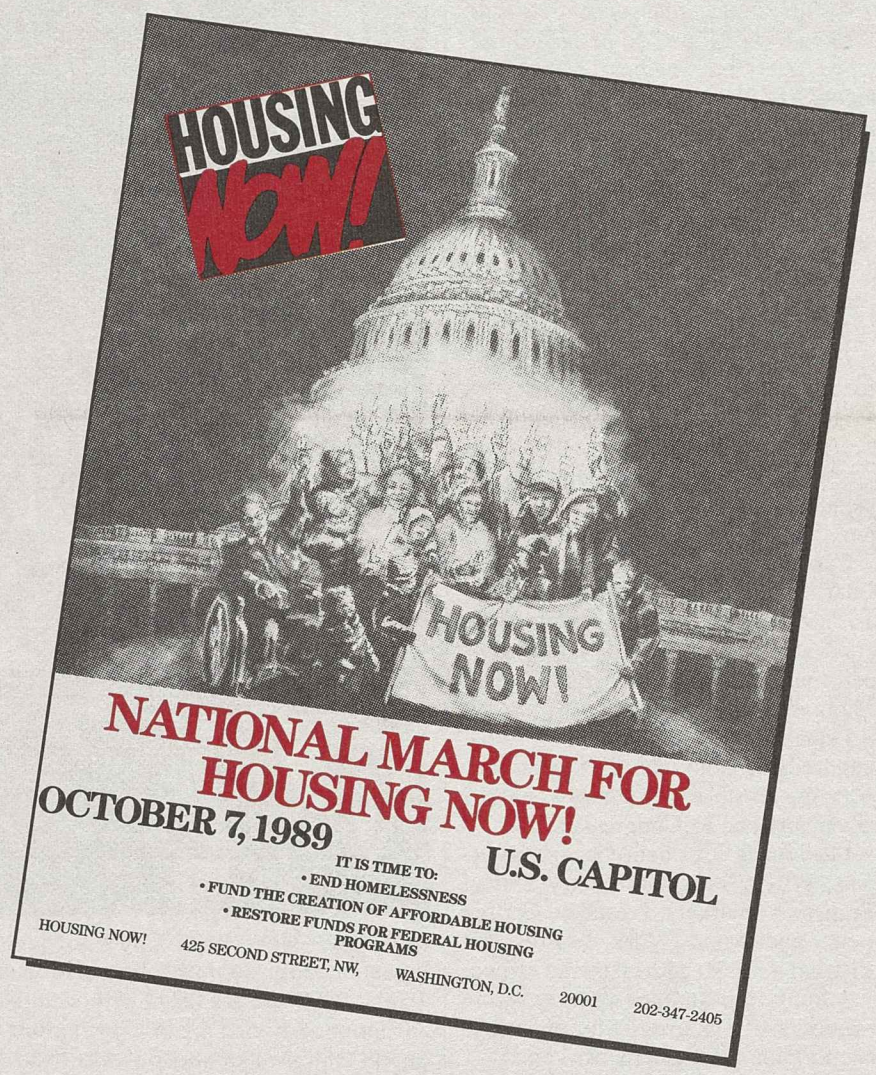
The report points out that the rate of home ownership for Americans in the 25-34 age bracket declined from 52.3 percent in 1980 to 45 percent in 1988. The report claims that an increasing number of young people are unable to come up with the down payments and closing costs necessary to buy a house.

"Left unchecked, the trend threatens to produce a permanent underclass of disadvantaged renters and to jeopardize the long-term financial security of future generation," the Harvard report said.

● The rich are indeed getting richer and the poor poorer—but the group affected most profoundly is young parents and their children, the Children's Defense Fund said in a report on the financial prospects of young families.

For example, between 1973 and 1987, the average family experienced almost no change in its real income. But the average young family with children suffered a 24.4 percent drop in earnings. This actually understates the real decline in living standards, because housing was more affordable in 1973. So not only are young families earning less, they are also paying a higher portion of their income for shelter.

In 1973, fewer mothers were in the workforce, so more families were able to get by on a single paycheck, because child care expenses were less of a necessity.



This promotional pamphlet is available from the Housing Now! office at 425 Second St., N.W., Washington, D.C. 20001.

Buses available from seven cities

Housing Now! coordinators have been named for seven target areas from which buses will bring union members to the October 7 march. More information is available from them as well as from the national AFL-CIO at 202-637-5106.

NEW YORK CITY
Leonard Lewis and Pat Jones
386 Park Avenue South
New York, New York 10016
212/685-9552

PHILADELPHIA
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202/626-0620

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201/623-7878

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Richmond Regional Labor Council
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Richmond, Virginia 23224
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LEGISLATION

House panel takes up 2-step, $4.25 wage bill

The House Labor Standards subcommittee took up the minimum wage bill, reporting a compromise measure that would raise the minimum rate to $4.25 over two years.

The bill, H.R. 2710, includes limited training wage provisions that allow firms to pay a reduced wage only to workers with fewer than 60 days of total work experience.

Under the measure, the new wage would be $3.80 on Jan. 1, 1990, and $4.25 on Jan. 1, 1991.

The bill is scheduled for consideration by the full Education & Labor Committee next week.

The measure vetoed by President Bush and sustained by the House in June included the limited training wage provisions retained by the subcommittee bill and would have raised the minimum wage to $4.55 over three years. The Bush Administration was then—and is now—pressing for an extended subminimum wage that would allow employers to pay 80 percent of the minimum rate during a worker's first six months with that employer, regardless of age or previous job experience.

In the Senate, a measure identical to the vetoed bill was approved by the full Labor & Human Resources Committee just before the August recess and may be brought to the Senate floor by the end of the month.

Child care legislation is being worked on by two House committees.

Earlier, the Senate version—S. 5, the Act for Better Child Care—was passed in June but includes funding for child care services provided by religious schools and organizations, a provision opposed by labor.

In the House, H.R. 3 was acted on by the Education & Labor Committee before the August recess. The bill authorizes $1.75 billion for child care services through the expansion of Head Start programs, establishment of early childhood education and before- and after-school activities and aid to community providers for services to children up to age 13.

The Ways & Means Committee has drafted a separate measure of subsidies and tax changes for working parents.

In other legislative action:

- By a 405-11 margin, the House voted to remove the U.S. Postal Service from the federal budget, giving the agency "off-budget" status like social security programs. The labor supported bill is intended to shield the postal service from overall deficit reduction efforts and to allow the agency to operate as a business.
- The Ways & Means Committee is considering proposed changes in Medicare catastrophic coverage, the capital gains tax rate and other provisions as part of the reconciliation process.

On catastrophic care, labor opposes provisions to increase the flat premium rate paid by all Medicare beneficiaries in return for a reduction of the catastrophic surtax and that would permit seniors to drop catastrophic coverage by giving up other Medicare benefits.

The committee also is reviewing several proposed changes to the capital gains tax, including a rate reduction that would benefit the nation's wealthiest citizens and a plan that would not tax profits that resulted from inflation. The AFL-CIO strongly opposes any reduction in the capital gains tax rate.

Quick action needed on nuclear plant hazards

Immediate and far-reaching congressional action is needed to address serious worker safety and health problems at the nation's nuclear facilities, the AFL-CIO testified at House hearings.

Federation safety director Peg Seminario told the Education & Labor Subcommittee on Health & Safety that nearly 500,000 workers may have been exposed to radioactive or toxic substances at these facilities over the past 30 years.

More than 100,000 workers currently employed in the Dept. of Energy nuclear weapons complex face dangers as DOE still adheres to the "production first" mentality established during World War II.

Contractors who run these facilities for DOE continue to ignore safety and health rules with the complicity of DOE officials, Seminario said. The agency exempted the contractor at the Hanford, Wash., nuclear plant in 1986 from compliance with key provisions of the asbestos standard for nine months, with "no assurances that other steps were being taken to protect workers exposed to this deadly dust," she said.

Seminario said that legislation is needed to address both the problems created by DOE's past practices and to assure the fullest protection for workers in the future. She urged that responsibility for worker safety and health be transferred to the Occupational Safety & Health Administration, and called for legislation requiring the promulgation of standards, training and education and joint labor-management safety committees.



AFL-CIO Safety Director Peg Seminario tells Congress about health problems in nuclear facilities. From left, Jesse Abney of the Chemical Workers; Mike Davidson, Steelworkers; Seminario; Robert Wages, Oil, Chemical & Atomic Workers, and David Day, Atomic Trades & Labor Council.

Further, she stressed that responsibility for research to evaluate potential risks from exposures be transferred from DOE to the National Institute for Occupational Safety & Health and that an independent board with worker representation be set up to oversee study designs and protocols.

She pointed out that estimates for cleanup of contaminated DOE sites and for improving worker safety and health range from $53 billion to $200 billion.

DOE's $17 billion expenditure planned for the next five years for cleanup and modernization does not appear to cover key worker safety measures like notification and medical surveillance.

IBEW settles, leaves NYNEX as lone strike

The Electrical Workers reached a new three-year agreement with New Jersey Bell—a subsidiary of Bell Atlantic—ending a 32-day strike.

A tentative agreement covering 5,500 Communications Workers at New Jersey Bell was reached earlier, but CWA members continued to honor picket lines until the agreement covering 10,000 IBEW members was hammered out. CWA members will vote on their pact over the next few weeks; IBEW members ratified their agreement at general membership meetings.

Still on strike are about 60,000 workers at NYNEX Corp., the last of the seven regional Bell operating companies to reach agreement with the two unions. Negotiations are continuing, but the unions report little progress.

Inbrief

Three Illinois AFT units win new school contracts

As the school year began, picket lines went up in four school districts as members of the Teachers struck for improved wages and classroom conditions.

Three of those disputes have been settled and teachers at all four are back to work. In Melvindale-North Allen Park, Mich., teachers returned to work after a four-day strike and will vote on further action Sept. 17.

About 300 teachers in Quincy, Ill.—members of AFT District 172—struck the school district on Aug. 29 over wages and classroom issues but returned to work Sept. 11 after negotiators reached a tentative agreement providing an 18.5 percent wage increase over three years.

In Harlem, Ill., about 350 teachers will receive pay raises averaging 18 percent over three years, following a walkout and 225 teachers in Upper St. Clair, Pa., reached a tentative agreement following an all-day bargaining session.

Nearly 1,000 teachers in East St. Louis, Ill., stayed on the job while negotiations continued with the aid of a federal mediator. A one-day lockout of teachers by Campbell County, Tenn. school district also was resolved.

CWA ends 5-week strike with Northern Telecom

The Communications Workers won a three-year contract guaranteeing a 10-percent wage hike for 600 technicians at Northern Telecom Inc. facilities from Maine to Virginia.

The settlement ended a five-week strike against the firm, which is Canadian-based and specializes in telephone switchboard installation. The CWA strike had all-out support from members of the Communications Workers of Canada and the Canadian Auto Workers—the two unions representing Northern Telecom's Canadian workers.

In addition to the pay increase, the CWA members turned back a management prroposal for major health cost shifting, and won pension and vacation improvements.

Bible firm, GCIU sign pact, AFL-CIO boycott ends

Graphic Communications Local 2-B reached a new two-year agreement with Thomas Nelson Publishers of Nashville, Tenn. As a result of that settlement, the firm, which prints Nelson Bibles, has been removed from the AFL-CIO boycott list.

The contract provides an immediate 3 percent wage increase and a $200 signing bonus. It also preserves full health insurance coverage, pension benefits and vacation and holiday leave.

The 57 bindery workers—members of GCIU Local 2-B—had been working without a contract since last November after Nelson demanded a wage freeze and 50 percent medical insurance co-payment.

Journey for Justice reaches Capitol goal

Eastern workers gain assurances of key senators

As their 4,500-mile Journey for Justice concluded with a rally outside the nation's Capitol, Eastern Air Lines workers showed they aren't giving up the battle. They shouted that pledge to the applause and approval of more than 1,500 union members who demonstrated continuing support for the Machinists, Pilots and Transport Workers flight attendants. The immediate objective is for congressional review of ways to resolve the six-month EAL dispute. Senators Paul Sarbanes, Paul Simon and Edward Kennedy gave assurances that they are on the side of the workers.



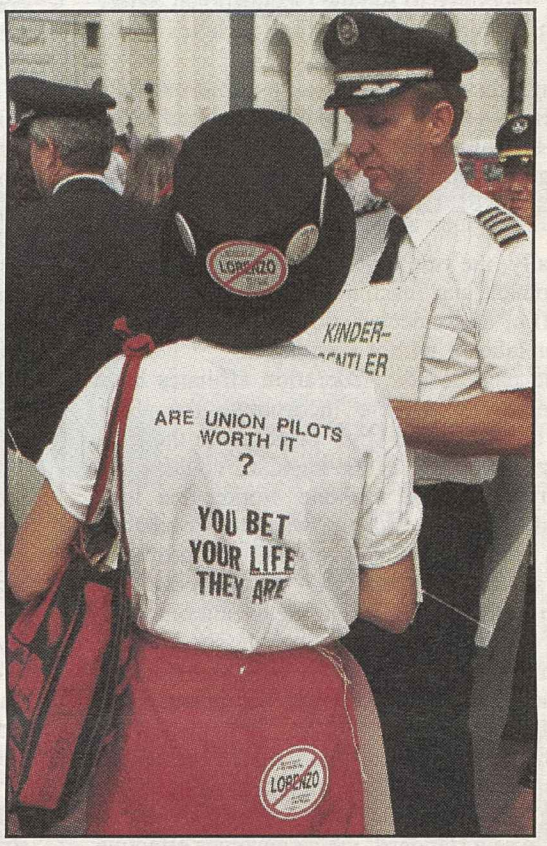


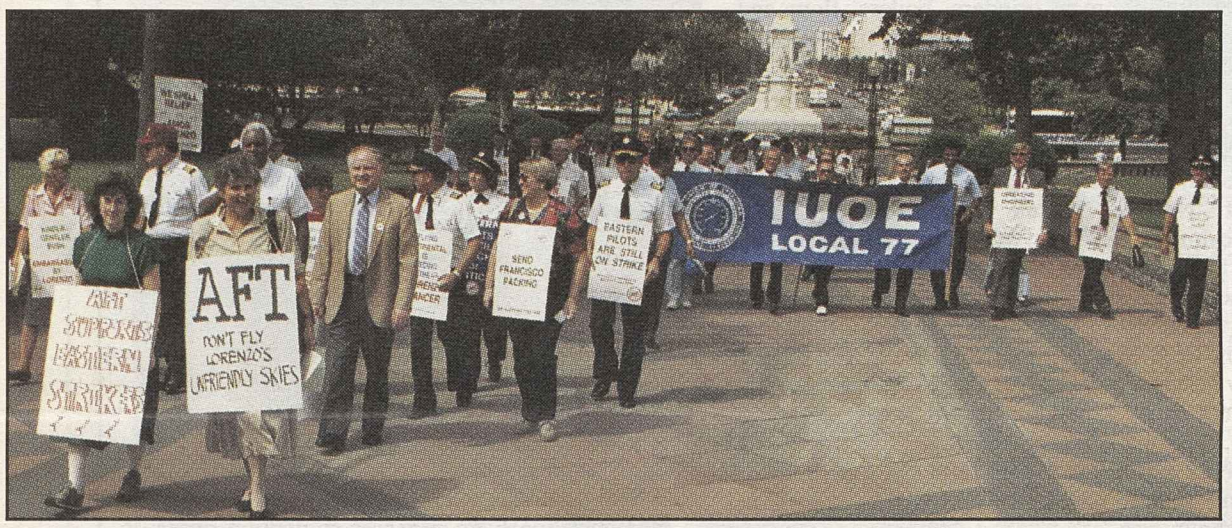




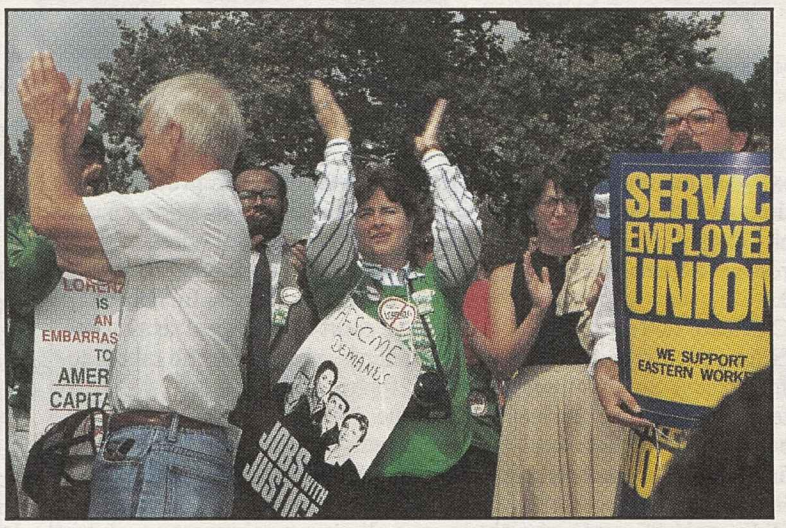


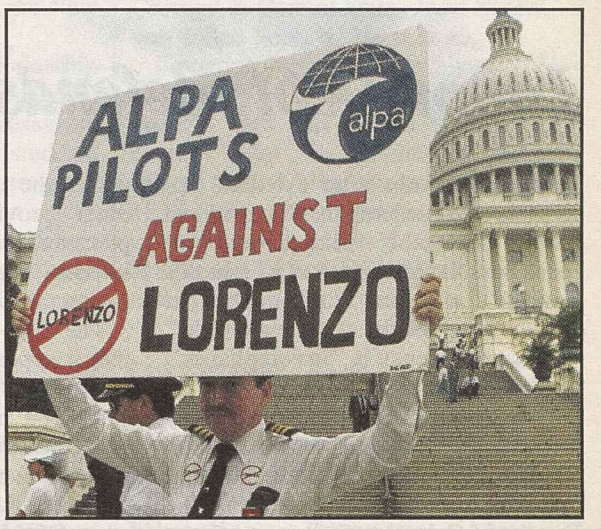
Union leaders set out from Union Station on last leg of march to the Capitol.





'One day longer... We're not giving up... One day longer than Lorenzo'







OSHA 'lockout' rule still lacking

Unions want employer loopholes eliminated

By John R. Oravec

The new federal lockout/tagout standard still fails to provide needed safeguards on industrial equipment that every year maims thousands of workers and kills many others, unions stressed in warning that they may have to sue the Occupational Safety & Health Administration to plug loopholes in the rule.

Although the regulation is a vast improvement over OSHA's seriously flawed 1988 proposal to de-energize hazardous machinery during maintenance, "the language remains vague and difficult to interpret," said AFL-CIO industrial hygienist Diane Factor.

Generally, the rule requires that energy sources for equipment and machinery being serviced are turned off or disconnected and the switch be either locked or labeled with a warning tag.

For the past decade, federation affiliates have been pressing OSHA to incorporate the "one worker, one lock, one key" principle in the final rule. Fuzzy wording in the standard could allow employers to escape the one worker-one lock safeguard, UAW President Owen Bieber said.

OSHA has been kicking around the proposed standard since 1979, when UAW first petitioned the agency to get moving on it. During the interim, hundreds of workers have died needlessly because proper energy lockout systems were not in place during the servicing of hazardous equipment, Factor noted.

And Bieber pointed out that the lack of lockout protections killed 79 UAW members since 1973, including five so far this year.

OSHA's new standard, which becomes effective Oct. 31, covers 39 million workers at about 630,000 workplaces. The agency estimates that the rule will prevent some 120 fatalities, 28,000 serious injuries and 32,000 minor injuries a year.

Industries not covered by the standard include construction, maritime, agriculture, oil and gas drilling and electrical generation, transmission and distribution.

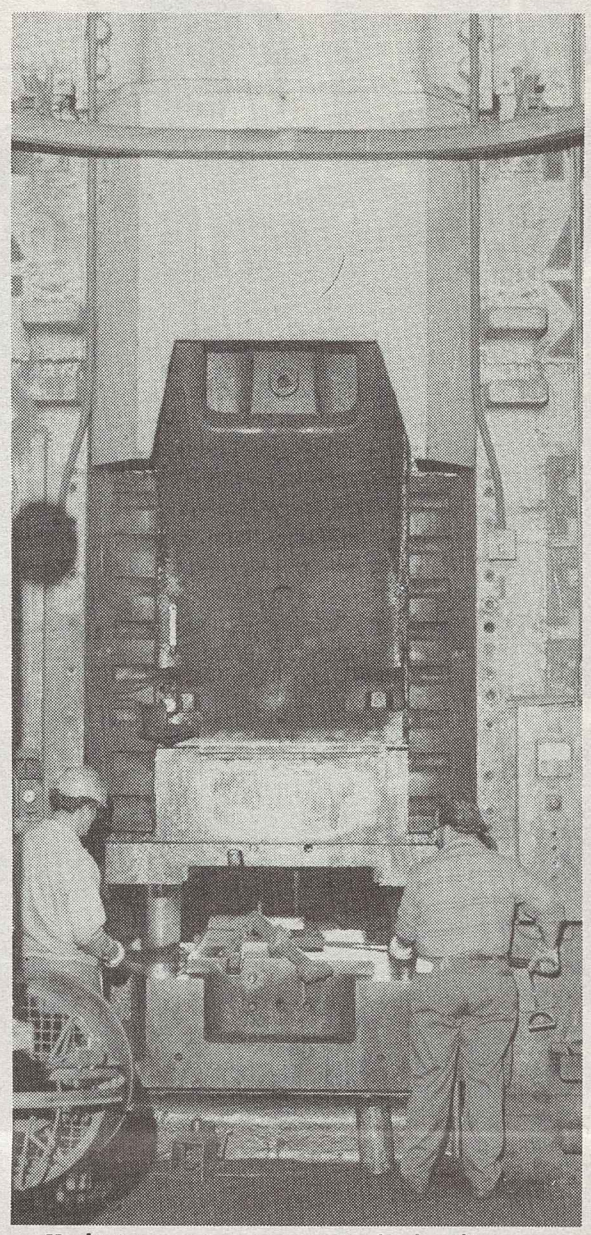
The Labor Dept. said that about three million workers who maintain and service industrial equipment face the greatest hazards. Included are craft workers, machine operators and laborers.

The energy sources covered by the rule include electricity, steam, hydraulic systems, compressed air and spring driven components. A wide range of machines and equipment are included, such as power presses, meat grinders, boilers, flour and sand mixers, conveyors and computer controlled vehicles—all dangerous machines no one would want to service unless the power was off in a fail-safe method.

OSHA's initial proposal issued in April 1988 was scored by union safety experts as well as the government's National Institute for Occupational Safety & Health as a retreat on worker protections at hearings last fall. Unions submitted reams of documents at the hearings held in Washington and Houston.

A salient point was made by Eileen Paumier, widow of a Molder, who told the OSHA panel: "My husband was killed working on a machine that did not have a lockout....Four or five hours later, they put a lockout on it.

"Why am I here? I want to say to you, 'Please, I don't want to have this tragedy again happen to somebody else.' "



Machinists work on massive hydraulic press.

Labor Dept. defends 18-month asbestos delay

Eighteen months after a federal appeals court ordered the Occupational Safety & Health Administration to reconsider the provisions of its asbestos standard, Labor Sec. Elizabeth Dole has told the court the delay is "reasonable" and that the agency is "in compliance" with the ruling.

Dole was responding to a petition, by the AFL-CIO Building & Construction Trades Dept. and the federation that urged the U.S. Court of Appeals for the District of Columbia Circuit to enforce its February 1988 order and require OSHA to issue a revised standard within 60 days.

In a court brief, Dole said the "unions are unreasonable and unrealistic in discounting the time and resources needed to complete the reassessment process." She said that review of four of the issues will be completed within the next four months and four other provisions will require supplemental rulemaking. Dole said OSHA intends to propose a revised rule in January 1990.

The AFL-CIO had said in its brief that it appears no concrete action can be expected for at least another year, as OSHA intends to "reopen the already massive record and engage in additional factfinding." The federation said that several of the issues remanded to OSHA did not require extensive consideration or further factual development.

OSHA's insistence on another round of rulemaking on asbestos "simply manifests the agency's stubborn commitment to a course of procrastination," the AFL-CIO said. Asbestos exposure can cause lung cancer and other diseases.

In July 1986, OSHA promulgated two revised standards—one for general industry and the other for construction. Industry and labor petitioned for court review of the standards. In February 1988, the court upheld most sections of the standards, remanding the others to OSHA for reconsideration.

In June 1989, the BCTD asked the court to enforce its earlier ruling, addressing several aspects of the rule for the construction industry—permissible exposure limits, respirators, exposure monitoring, record-keeping, warnings and labels, scope of the "competent person" requirement, and "small-scale, short-duration" exposure exemptions.

For the general industry rule, the court had ordered OSHA to explain its basis for not mandating additional smoking controls, linking the respirator protection factor to the permissible exposure limit rather than a lower feasible exposure limit, and not mandating bilingual hazard warnings or universal symbols.

The issues Dole said will be subject to additional rulemaking are the permissible exposure level, reporting and record transfer, competent person requirements, and the exemption for small-scale, short-term operations.

On the permissible exposure limit, the court sought to find out why OSHA chose a level of 200,000 fibers of asbestos per cubic meter of air, rather than the 100,000-fiber level proposed by the AFL-CIO.

Video terminal workers surveyed on injuries

The Communications Workers are surveying members whose jobs require extensive use of video display terminals to determine the extent and nature of repititive motion injuries.

CWA Vice President M.E. Nichols called on local leaders to distribute the survey to service representatives, operators and those involved with directory assistance, traffic and data entry work.

David LeGrande, the union's safety director, said the survey asks how long a worker has been using a VDT, the number of hours weekly it is used and whether the work station has an adjustable chair, screen and keyboard. Workers are also asked whether they have experienced pain in the hand, wrist, arm, neck and back, or have ever been diagnosed as having carpel tunnel syndrome or tendonitis.

LeGrande said the union wanted to get a better picture of the magnitude of VDT-related repetitive motion problems and to develop a tracking system on such injuries.

Action pledged to reduce risks of diesel fumes

The Occupational Safety & Health Administration pledged to begin enforcing existing rules to provide workers protection from the hazards of diesel exhaust.

Acting OSHA Administrator Alan C. McMillan testified that diesel fuel producers may be required to include on material safety data sheets that diesel exhaust can cause cancer. Those safety data sheets, required under OSHA's hazard communication standard, are passed on to suppliers and users of the fuel.

McMillan's testimony came on the last day of a three-part congressional hearing. The Teamsters and Fire Fighters testified earlier about the hazards and OSHA's failure to cite employers for health violations related to diesel exhaust.

The exhaust can cause headaches, burning eyes, irritated noses and throats and lung cancer, it was noted. The IBT's testimony centered on diesel-powered forklifts, which are used inside truck trailers and warehouses.

Subcommittee Chairman Joseph M. Gaydos (D-Pa.) questioned the "interminable delays that permit more and more workers to face future risks to their health." He urged OSHA and the Mine Safety & Health Administration to "take the lead" in protecting workers exposed to the hazards of diesel exhaust.

Resources

PRINT MATERIALS

Government Employees Local 1626 in Battle Creek, Mich. has produced a **Labor History Calendar** for 1990. Proceeds from the project are slated for a building and scholarship fund and will be shared with the local AFL-CIO. Available from AFGE Local 1626, Room 1-G-10, Federal Center, Battle Creek, Mich., 49016. Single orders $3, 50 or more, $2.50.

A fact sheet on **The High Cost of Home Ownership**—that can be used in promoting the Oct. 7 Housing Now! march in Washington—is available from the AFL-CIO Dept. of Community Services.

SPANISH LANGUAGE MATERIALS

A number of Spanish language materials are available from the AFL-CIO Dept. of Education. Pamphlets include **A Short History of American Labor, Manual for Shop Stewards, How to Run a Union Meeting, This is the AFL-CIO, Toxic Chemicals, Why Unions, The Law Says You Have a Right,** and **Immigration Legislation.**

Films available in Spanish include **Porque?,** a basic introduction to safety and health, **A Time of Challenge,** a labor history film, and **The Grievance,** on grievance and arbitration procedures. Information available from the Dept. of Education.

FILM and VIDEOS

There's No Such Thing as Women's Work is a fast moving, decade-by-decade history of "women's work" in the United States. The images range from Eleanor Roosevelt to Alice Kramden and the soundtrack includes music ranging from Doris Day to Aretha Franklin. The half-hour film sketches the debate over protective legislation, the fight for the right to vote and the role of unions in winning rights for women workers. Produced by the Labor Dept. $5.

Speaking for the Union provides strategies and tips designed to improve unionists' ability to present labor's case to the public. The 20-minute program helps unionists prepare and become effective spokespersons. Produced by the Labor Institute of Public Affairs. $5.

Asbestos Alert—Strategies for Safety and Health is a tool for educating workers on the dangers of asbestos as well as outlining methods for limiting exposure and making work safer. Occupations shown include auto repair, construction and insulation removal. The half-hour video also includes a discussion of legal liability and the need for occupational health clinics to cope with the problem. Produced by Robert Richter. $5.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Film and video rentals are available from the AFL-CIO Education Dept., Room 407, 815 16th St., N.W. Washington, D.C. 20006. Rental fees range from $5-$10. Orders are subject to availability and sufficient advance notice.

TV producer Bill Wagner heads LIPA

William Wagner has been named executive director of the Labor Institute of Public Affairs—the AFL-CIO's television and production unit—by AFL-CIO President Lane Kirkland.

Wagner, 50, has worked in television news and program production since 1976. Recently, as an independent producer, he developed news and information programs for a variety of public and private sector organizations and created a trade television news program—Food Business Network—that aired on cable networks.

He also produced a two-hour daily news program for cable television, and has done extensive work with video news releases.

Wagner, a 13-year member of the Television & Radio Artists (AFTRA), has also served as executive producer at WUSA-TV in Washington, and as a news editor and writer in New York and Philadelphia.



William Wagner

Union Yes on TV: upcoming dates

Here's the rest of the network TV schedule for the fall 1989 Union Yes ads.

September		
28	*Wheel of Fortune*	CBS
28	*Young & the Restless*	CBS
28	*Knots Landing*	CBS
28	*One Life to Live*	ABC
28	*Later with Bob Costas*	NBC
28	*48 Hours*	CBS
29	*As the World Turns*	CBS
29	*Guiding Light*	CBS
October		
1	*Sunday Weekend Report*	ABC
2	*Monday Nite Football*	ABC
2	*Good Morning America*	ABC
2	*Today Show*	NBC
2	*David Letterman*	NBC
2	*NBC News at Sunrise*	NBC
3	*Tonight Show*	NBC
3	*Good Morning America*	ABC
4	*David Letterman*	NBC
5	*Baseball Playoffs*	NBC
5	*Tonight Show*	NBC
5	*David Letterman*	NBC
5	*Baseball Playoffs*	NBC
5	*Good Morning America*	ABC
5	*Nightline*	ABC
5	*Primetime Live*	ABC
6	*20/20*	ABC
7	*Baseball Playoffs*	NBC
8	*Baseball Playoffs*	NBC
8	*60 Minutes*	CBS
8	*NFC Football*	NBC
14	*World Series Game I*	ABC
15	*NFC Football*	NBC

Newsmakers

Air Line Pilots elected **Capt. C. Skip Copeland** chairman of the Master Executive Council for Eastern Air Lines. Copeland was elected by a 3-1 margin over incumbent **Capt. Jack Bavis.** Bavis had headed the MEC for the past two years. Copeland is a 27-year veteran with Eastern from New York.

The New England region of the Laborers awarded 25 scholarships, the first round in the union's million-dollar higher education assistance program for children of union members in the New England area.

The **Arthur E. Coia** Scholarship Fund, named to honor the international union's retired secretary-treasurer, presented $1,000 grants to students from trade union families who are planning to continue their education at college or technical school. Awards are based on need and scholastic excellence with no connection with the Laborers required for students applying for the scholarship program.

Members of the selection committee are Dr. Anthony Davids, Felix Conti, and Dr. Albert Picozzi.

The UAW established a new department to coordinate relations with vehicle manufacturers other than General Motors Corp., Ford Motor Co. and Chrysler Corp. The Transnational & Joint Ventures Dept., to be under the direction of UAW President **Owen Bieber** will work with companies including NUMMI—New United Motor Manufacturing Inc., Mazda Motor Manufacturing Corp. and Diamond-Star Motors.

Died: Bernard J. Firestone, a member of the Michigan AFL-CIO Executive Council, Detroit AFL-CIO vice president and secretary-treasurer of the Clothing & Textile Workers Chicago & Central States Joint Board, was killed Sept. 6. He was 53.

Firestone joined the Amalgamated Clothing Workers in 1953 while still a student, then was named a regional counsel after his graduation from Wayne State University law school in 1959. He was elected secretary-treasurer of the Central States Joint Board in 1975 and held that office until his death.

Schedule of Meany Studies Center courses

The George Meany Center for Labor Studies will offer 14 workshops during October and November. The schedule:

Personal Computers for Local Unions, Oct. 1-5—Institute to provide union staff with information about the uses of mini and micro-computers for their unions.

Negotiations in the Construction Industry, Oct. 1-6—Workshop on contract negotiation from initial proposals to ratification.

Effective Speaking, Oct. 1-6—Workshop to coach speakers on topic selection, research, outlining and delivery in front of video cameras. Exercises will emphasize listening skills.

Labor Law for Organizers, Oct. 1-6—Review of laws governing private sector organizing, election procedure and corporate campaigns.

Effective Grievance Administration, Oct. 8-13—New approaches on improving grievance procedures. Limited to students experienced advocates in grievance arbitration.

Working with the News Media, Oct. 9-13—Workshop for union officers and representatives on how to use the press, television, cable and radio to improve labor's image.

Abitration: Preparation & Presentation, Oct. 29-Nov. 3—Workshop presenting mock cases before professional arbitrators. Session will be videotaped.

Internal Organizing, Oct. 29-Nov. 3—Workshop on recruiting members in units without a union security contract and developing membership support in this kind of unit, using case studies.

The Union Adminstrator and Business Agent, Nov. 5-10—Workshop on conflict management, time management, monitoring finances and budgeting.

Advanced Arbitration, Nov. 12-17—Advanced program that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

Employee Benefits Workshop, Nov. 19-21—Introduction to the field of pension bargaining: basic benefit design, pension plan language, minimum ERISA requirements, financial reports and bargaining trends.

Conducting Opinion Polls I, Nov. 19-11—An overview of survey research process learning how to design and conduct surveys in labor unions.

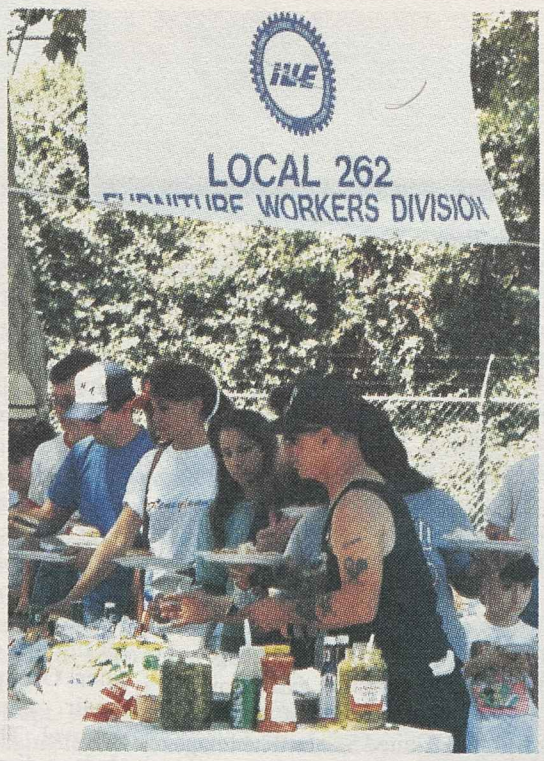
Planning and Funding Labor Education Programs, Nov. 19-22—helps staff prepare, develop and fund labor education training programs for union activists.

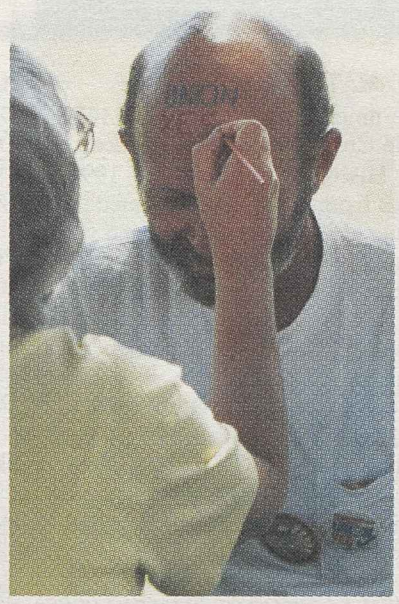
New Staff Program, Nov. 26-Dec. 8—For new staff, or officers, a workshop on planning and personal skills to fit the various roles of the labor movement.

Affiliates and departments using the campus in October are: American Institute for Free Labor Development, Oct. 8-Nov. 3; National Air Traffic Controllers, Oct. 15-20; AFL-CIO Community Services, Oct. 11-13; Laborers, Oct. 15-20; Transportation Communications Union, Oct. 16-19; Operating Engineers, Oct. 22-27; Electrical Workers, Oct. 22-27; Communications Workers, Oct. 29-Nov. 1, and TCU, Oct. 29-Nov. 3.

More information about labor studies programs is available from the Registrar, George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301-431-6400.









Parades and Picnics

America's workers celebrated Labor Day with marching bands, parade floats, picnics, block parties and backyard cookouts. In Cleveland, the workers' holiday was concluded with a spectacular fireworks display and a 60-foot high sparkler bringing the Union Yes message. It was the traditional parade in Detroit, old fashioned picnicking in California's Alameda County and other activities sponsored by AFL-CIO central bodies.

INSIDE

VOLUME 34, NUMBER 19
SEPTEMBER 16, 1989

AFL-CIO NEWS

1 ***Kirkland calls for Eastern vote***

Lane Kirkland presses for a Senate vote on Eastern as Journey for Justice marchers and supporters line the steps of the U.S. Capitol.

2 ***Unions chartering buses to Oct. 7 march***

Unionists make plans to come to Washington for the October 7 Housing Now! march; new reports document the need for affordable housing.

3 ***Congress is back, so are family issues***

With Congress back in session, a House labor subcommittee takes up a labor-backed minimum wage bill; child care moves through two House panels.

4 ***Eastern marchers go to Washington***

Highlights of the last leg of the Journey for Justice, as 1,500 unionists rally in Washington and ask Congress ''which side are you on?''

6 ***Lockout/tagout rule riddled with loopholes***

A new OSHA standard on locking industrial machinery before workers begin repairs falls short of providing real safeguards and protections.

7 ***LIPA head named; Meany Center schedule***

Bill Wagner, a news and documentary producer, is named executive director of the Labor Institute of Public Affairs; Meany Center schedule.

UNION YES

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AFL-CIO NEWS

VOLUME 34, NUMBER 20 SEPTEMBER 30, 1989

FOCUS

HOUSING NOW!

Workers and their families are having a difficult time finding affordable housing. Their plight is documented in a roundup of cases, which show that even some middle-income salaries fall short on the costs of decent housing. See Pages 5-7.

House reopens capital gains tax loophole

In a vote that doles out another tax break to the wealthy, the House of Representatives rejected a proposal to maintain tax fairness in favor of a plan that gives the biggest break to fewer than 1 percent of American taxpayers.

Following the vote, AFL-CIO President Lane Kirkland declared that ''the special interests have prevailed again.''

By a 190-239 vote, the House defeated an amendment by Majority Leader Richard Gephardt and Ways & Means Committee Chairman Dan Rostenkowski that would have retained tax reform measures enacted in 1986. Under that agreement, tax rates for the wealthy were lowered and some loopholes tightened in exchange for a promise that all income—whether from wages and salaries or the sale of stocks, bonds or other property—would be treated the same.

The Rostenkowski-Gephardt measure would have eliminated a tax loophole for the very rich—extending the 33 percent rate to wealthy families now paying at a lower level than middle-income families. The bill also would have permitted penalty-free withdrawal of Individual Retirement Account funds—IRAs—if the money was to be used for purchase of a home or higher education. Three-quarters of the benefits of this program would have gone to working persons earning between $10,000 and $75,000 a year.

Instead, the House supported a Bush Administration proposal to lower the top capital gains tax—paid on profits from stock and bond sales and other investments—from 33 percent to 19.6 percent for the next 27 months.

Kirkland pointed out that the tax cut will cost the Treasury at least $20 billion over the next five years. ''That's $20 billion more we'll have to borrow, and not a penny of it will help educate our children or save them from the ravages of drug abuse. Yet our children will have to foot the bill for this handout for the rich,'' he said.

He urged the Senate to defeat the measure.

In other action on the budget reconciliation package: An amendment that would have given workers equal representation with management on the boards of trustees of single-employer pension plans was rejected by a 250-173 vote.

Since 1948, workers and employers have been equally represented on multi-employer plan boards. The amendment, offered by Rep. Peter J. Visclosky (D-Ind.), would have extended that provision to single-employer plans.

Efforts by the Clothing & Textile Workers and Ladies' Garment Workers were successful in removing textiles, apparel and shoes from a proposal to permanently extend the Caribbean Basin Initiative, helping to prevent further U.S. job losses.



Thumbs up for the new Food & Commercial Workers contracts with Safeway and Giant Food Stores, say these UFCW Local 400 members employed by Safeway. The agreements cover some 27,000 workers in the Baltimore, Washington and northern Virginia areas. Story on Page 8.

Eastern workers step up Senate campaign

''We deserve a Senate vote on the Eastern Air Lines crisis.'' That's the message trade unionists have been spreading—at rallies and demonstrations, airport picket lines and meetings with senators in Washington and at their home offices.

The Pilots, Machinists and Transport Workers attendants are urging union members to continue their campaign of mailgrams, letters and telephone calls to senators, seeking congressional help in ending the seven-month long dispute at Eastern.

Labor is pressing for creation of a blue ribbon panel that would investigate and make recommendations for a fair settlement at Eastern and examine other concerns in the airline industry.

Those concerns include the hiring of scabs and its impact on safety and lack of competition in light of recent mergers and acquisitions. The panel would complete its work within 45 days.

Frank Lorenzo's forces have been lobbying the creditors committee—which includes representatives of the three unions—to go on record opposing the measure. Eastern also is pressuring its scab workforce to contact their legislators to try and block the legislation, TWU Local 553 reported.

In a letter to Senate Majority Leader George Mitchell, Transportation Sec. Samuel Skinner said that ''the future of Eastern Air Lines is now properly and conclusively in the hands of the bankruptcy court.''

But the Eastern unions point to widespread irregularities in Lorenzo's purchase of the carrier, combined with a management policy of stripping Eastern assets to benefit Continental Air Lines or other Lorenzo holdings, as more than enough evidence of the need for congressional intervention which would correct the mistake of no governmental action earlier.

The Senate proposal would likely be substituted for a bill passed by the House in March calling for the establishment of a presidential emergency board to help resolve the dispute, a procedure called for under the Railway Labor Act. Earlier, Bush rejected the recommendation of the National Mediation Board to establish the panel.

Unions mounting big effort to aid victims of Hugo

AFL-CIO President Lane Kirkland announced the establishment of two emergency funds to aid in the relief of victims of Hurricane Hugo, pointing out that the American labor movement ''has a long tradition of responding to trade unionists and their families who are beset by great misfortune.''

He urged all affiliates to ''contribute whatever funds they can to help our brothers and sisters who are among the hurricane's many victims.''

Packing winds of 135 miles per hour, Hugo trampled everything in its path in Puerto Rico, the Virgin Islands and along the South Carolina coastline.

In South Carolina, the state federation has set up the South Carolina AFL-CIO Emergency Assistance Fund. Donations can be mailed to the South Carolina AFL-CIO at 254 La Tonea Rd., Columbia, S.C. 29210.

In addition, the AFL-CIO has set up the Hurricane Hugo Relief Fund to aid trade unionists in the devastated areas of Puerto Rico and the Virgin Islands. Checks can be made out to the fund and sent to Office of the Secretary-Treasurer, AFL-CIO, 815 16th St. N.W., Wash., D.C. 20006.

Kirkland said the Executive Council has been asked to approve contributions of $10,000 to each of the funds.

The AFL-CIO Dept. of Community Services reported that donations of goods from the mainland have been arriving in Puerto Rico with the greatest needs being water, infant formula and diapers.

The Puerto Rico AFL-CIO moved its staff to the disaster center set up at the U.S. Coast Guard Base in San Juan.

Continued on Page 2

Solidarity caravans bolster striking Mine Workers

They came in a massive caravan of campers, vans and cars swinging trailer hitches behind them—driving 18 hours across country from Michigan to the coalfields of Southeastern Virginia.

There were more than 1,000 of them—members of Auto Workers Region 1-A, joined in their journey by UAW President Owen Bieber and Sec.-Treas. Bill Castevens.

There was another caravan—just a couple of cars from Washington, D.C.— carrying a dozen members of the National Capital Area Retirees Club who braved a chill and driving rain to stand shoulder to shoulder with fellow trade unionists.

For both groups, the reason was the same: to demonstrate labor's solidarity with the Mine Workers, locked in mortal struggle with the Pittston Coal Group Inc. which is bent on destroying their union and driving the labor relations of the coalfields back into the 19th century.

Before they arrived at Camp Solidarity—the 10-acre piece of private property that lies between Lebanon and St. Paul, Va.—the UAW had sent $1,000 to the Mine Workers' food fund to help cover the cost of feeding UAW members during their stay in coal country.

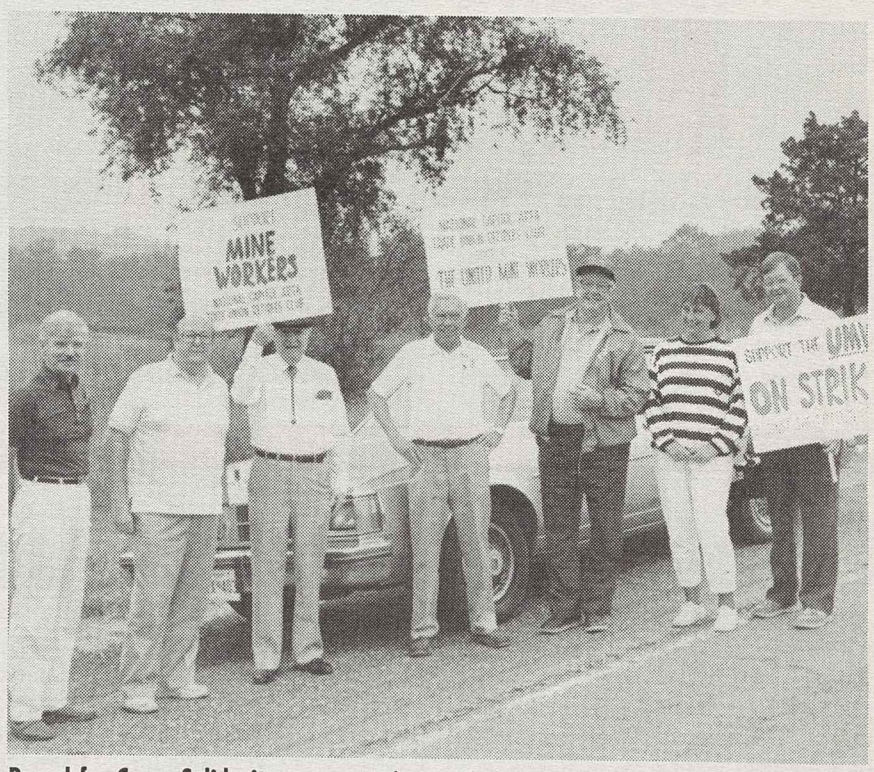
After a quick tour of the picket-lines—where Pittston's private army of rent-a-cops and the Virginia State Police enforce strict limits on how many people can gather outside the mine entrance—the visiting trade unionists joined 4,000 UMWA members in a massive rally.

Amid roars of approval, Bieber presented a check for $111,000 to UMWA President Richard L. Trumka—$85,000 of it representing contributions from Region 1-A members, the balance coming from the international.

The D.C. retirees brought a special message to the coalfields since they are trade unionists who spent their lives building what Pittston Coal Group is trying to take away—including health benefits for current and future retirees.

Housed in the recreational vehicles they brought with them or in tents provided by the UMWA, the Auto Workers shared the lot of those who've been on strike against Pittston's Connecticut-based absentee owners since April 5.

After two days in the coalfields, the UAW members formed up their caravan again for that 18-hour drive back to Michigan. They left behind tangible evidence of their support for the Mine Workers; they took with them a new sense of solidarity.



Bound for Camp Solidarity are members of the National Capitol Area Trade Union Retirees Club. From left are Swedish Embassy Labor Counselor Bo Adolfsson; Bruce Millen of the Government Employees, Harold Walker of the Transit Union, William A. Schroeder, retired Graphic Communications Union vice president; retired Newspaper Guild President Charles A. Perlik; Mrs. Adolfsson; and Leon Wickersham, retired executive assistant to the GCIU president. The retirees club contributed $1,100 to the striking miners.



Musicians in Las Vegas striking five major hotel/casinos are joined on the picket line by the Bakery, Confectionery & Tobacco Workers executive board, including BC&T President John DeConcini. Management's demand for the right to use taped music forced the AFM Local 369 to take their music to the streets. On Sept. 24, the local members overwhelmingly rejected the "final" offer from the hotels. No new talks are scheduled.

Relief funds launched to aid hurricane victims

Continued from Page 1

The labor effort in Puerto Rico includes volunteers doing damage assessments for the Red Cross, answering phones, working on cleanup and driving supplies to the shelters.

Seafarers President Michael Sacco said the SIU is sending a shipload of supplies—including tons of safe water—to the islands.

On the mainland, four local union halls were opened as emergency centers for the Red Cross—Boilermakers local hall in Savannah, Electrical Workers and Iron Workers halls in Charleston, S.C., and a Longshoremen's hall in Wilmington, N.C. All are part of the AFL-CIO/Red Cross Coastline Disaster Project, Community Services Rep. Chuck Johnson said.

The Postal Workers purchased two truckloads of supplies that were under delivery to Charleston by APWU President Moe Biller. The union has about 1,000 members in that area who were affected by the storm. Biller was to go from South Carolina to Puerto Rico.

Steelworkers Vice President Leon Lynch went to the Virgin Islands to aid in the relief efforts for USWA members who operate the telephone system there.

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LEGISLATION

House panel votes minimum wage boost to $4.25

The House Education & Labor Committee by a voice vote approved a 90-cent increase in the minimum wage, brushing aside the threat of a second veto by President Bush.

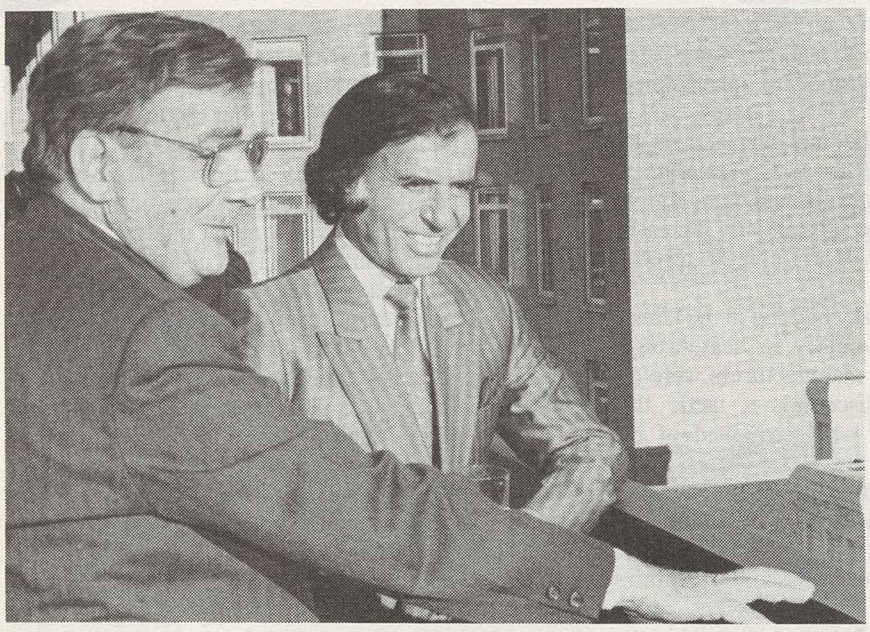
The committee voted to raise the $3.35 hourly minimum by 45 cents to $3.80 on Jan. 1, 1990, with another 45-cent increase to take effect the following January. The bill also provides a limited training wage provision—employers can pay newly hired workers who lack previous labor force experience a lower starting wage for 60 days.

The special 60-day rate for beginners would be $3.61 an hour in 1991 when the $4.25 rate takes effect.

In June, Bush vetoed a bill that would have raised the minimum rate to $4.55 over three years. The Bush proposal calls for an increase in the minimum wage to $4.25 over a three-year period, but with employers permitted to pay workers a $3.40 subminimum rate for the first six months, whether or not they had previous work experience.

Committee Chairman Augustus Hawkins (D-Calif.) said the President's refusal to negotiate with Congress over the wage rate was untenable. ''The President's view toward helping the most vulnerable and disadvantaged workers in our society is to stall at every turn—and to promote and perpetuate a stalemate on this issue, thereby achieving victory through inaction,'' he said.

The House also passed the Telephone Operator Service Consumer Protection Act, a bill that would help protect callers from the price-gouging practices of ''alternative operator services companies'' like those used by hotels. A companion bill is in the Senate.



Argentine President Carlos Menem and Lane Kirkland.

Argentina's Menem calls on Kirkland

He came because ''Kirkland and AFL-CIO'' had meant hope to him and others when they were political prisoners in their own country.

He left wearing a ''Union Yes'' button to support the Hotel Employees & Restaurant Employees who are having contract troubles with the Washington hotel where he's staying.

He arrived at the AFL-CIO building with the police escort and screaming sirens and limousines that typify a visit by a head of state because that's what he is now: President Carlos Menem of Argentina.

His one-hour visit with Kirkland and the AFL-CIO Executive Council was dominated by one topic: the crushing debt burden of Argentina, which emerged from authoritarian rule only in 1983 and has suffered what Menem called ''hyperinflation,'' an annual rate of 200 percent for the one month of July 1989, the same month Menem was elected.

He vowed it would be only 15 percent inflation next year and described the anomaly that a nation as rich in resources as Argentina could be economically prostrate.

He sought continued help in easing his nation's debt burden and he got from Kirkland this re-affirmation of a determined position: ''If bankers around the world are going to sell debts from nations like Argentina to their fellow bankers at discounted rates, such an offer should be made to the nation itself, so working people in the indebted country can benefit.''

And Kirkland also said:

''Mr. President, you've suffered for freedom and democracy. You know that freedom survives the harshest repression and sooner or later emerges. But it must be fed, it must be supported. It's not enough to say: 'we'll give it a free market with all its vagaries and occasional cyclical disasters.'

''The movement to democracy is now emerging all over the world, from Tiananmen Square to Gdansk to Argentina. It is vital that the more privileged countries in the world respond to this opportunity forcefully and courageously. We simply cannot permit that movement to be executed in the cradle by one of its own manifestations, the untrammeled free market.

''It rises or falls in the shops and workplaces of every country. It cannot survive the loss of credibility and support on the street where plain people live, and it must ultimately prove itself to them.''

Ample U.S. assistance vital to kindle Poland's democracy

To nurture the development of a lasting and stable democracy in Poland, the U.S. government must offer a comprehensive package of economic assistance, not the ''brief infusion of cash and a few crumbs of food'' proposed by the Bush Administration.

AFL-CIO President Lane Kirkland brought that message to the House Foreign Affairs Subcommittee on Europe and the Middle East as he pressed Congress to adopt an assistance package that would help rebuild the Polish economy.

Kirkland proposed an aid plan of at least $400 million in each of the next three years to support small business ventures, worker retraining initiatives and modernization of Poland's telephone and telecommunications networks, and other financial and developmental support.

The Administration's meager aid program ''reflects the thinking of accountants and not statesmen,'' Kirkland declared. It is not the ''sustained and thoughtful economic assistance'' needed to further Poland's move to democracy, he said.

The remarkable events in Poland—and the move to democracy—came about through the spectacular courage and perseverance of members of Solidarnosc, ''who risked their lives and withstood extraordinary harassment from massive, entrenched power'' to lead the way toward a stable democratic existence, Kirkland testified.

From Solidarnosc's birth, the AFL-CIO has provided substantial moral and material support to the cause and ''helped to keep Solidarnosc alive.'' After nearly a decade of close contact with Lech Walesa and the union's leaders, the AFL-CIO ''is in a unique position to speak to what our own country can do'' to nurture the fledgling democracy, he said.

The Solidarnosc-led coalition ''requires and deserves a substantial infusion of economic assistance from the West, led by a U.S. government program of significant, targeted aid and loans based on a fundamental recalculation of our foreign aid priorities,'' Kirkland stressed.

Under the federation's proposal, $250 million a year would be provided to support a locally operated private sector capital fund that would provides modest grants to local small business ventures. Another $100 million would go to a workers retraining fund to help those displaced by plant closings and layoffs. Both assistance plans could be made in part by designating Poland a recipient country of the Agency for International Development, Kirkland pointed out.

The AFL-CIO also supports a proposal to allocate $50 million from the Defense Dept. budget to help upgrade telecommunications.

Congress also can encourage support for the Polish democracy by the international financial community by voting U.S. support for World Bank and International Monetary Fund loans that are free of IMF economic austerity rules that limit imports and push exports, Kirkland told the subcommittee members.

Unions spread word against capital gains ripoff

Workers' wages should not be taxed at a higher rate than investment and other income, the AFL-CIO, UAW and other affiliates said in print and radio messages, urging Congress to maintain tax fairness.

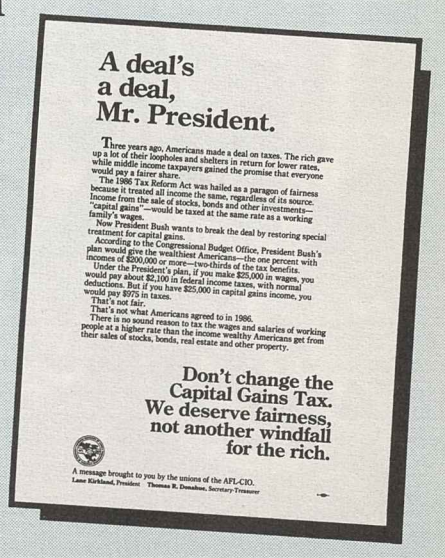
An opinion piece by Federation President Lane Kirkland pointed out that the proposal to slash the capital gains tax reneged on the agreement hammered out by Congress three years ago—in the 1986 Tax Reform Act.

Under that reform, the wealthy gave up the capital gains loopholes in return for a drop in their tax rates to 28 percent, Kirkland said. In exchange, middle income taxpayers were assured that ''virtually all income, regardless of its source, would be taxed at the same rate.''

''Now the Administration and some in Congress want to break that deal by restoring a 30 percent exclusion on income from capital gains without reinstating the higher brackets. How fair is that?'' he asked.

Those sentiments also were expressed by the AFL-CIO in ads in Roll Call, a weekly Capitol Hill publication, and by a group of economists in the Washington Post.

Eighty percent of the Bush tax cut would go to those with incomes of more than $100,000.


A deal's a deal, Mr. President.

Three years ago, Americans made a deal on taxes. The rich gave up a lot of their loopholes and shelters in return for lower rates, while middle income taxpayers gained the promise that everyone would pay a fairer share.

The 1986 Tax Reform Act was hailed as a paragon of fairness because it treated all income the same, regardless of its source. Income from the sale of stocks, bonds and other investments—"capital gains"—would be taxed at the same rate as a working family's wages.

Now President Bush wants to break the deal by restoring special treatment for capital gains.

According to the Congressional Budget Office, President Bush's plan would give the wealthiest Americans—the one percent with incomes of $200,000 or more—two-thirds of the tax benefits.

Under the President's plan, if you make $25,000 in wages, you would pay about $2,100 in federal income taxes, with normal deductions. But if you have $25,000 in capital gains income, you would pay $975 in taxes.

That's not fair.

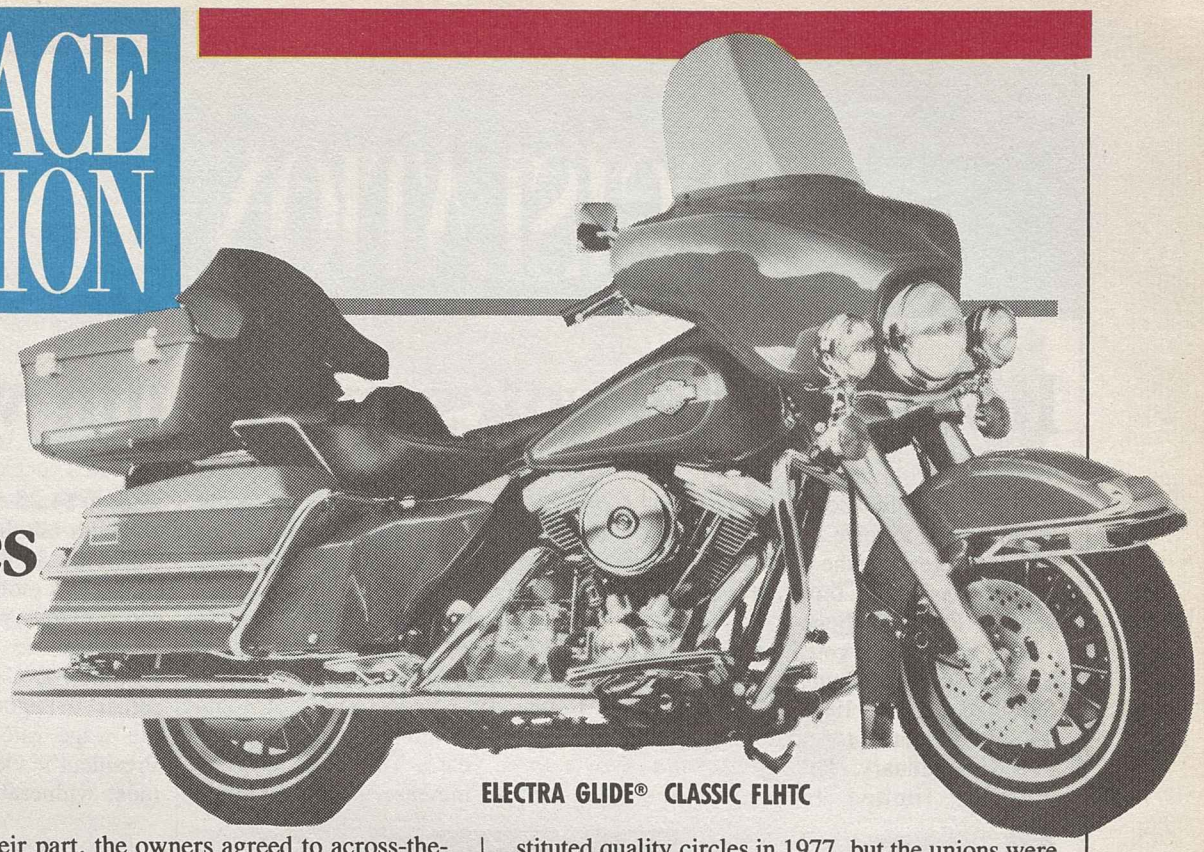
That's not what Americans agreed to in 1986.

There is no sound reason to tax the wages and salaries of working people at a higher rate than the income wealthy Americans get from their sales of stocks, bonds, real estate and other property.

Don't change the Capital Gains Tax. We deserve fairness, not another windfall for the rich.

A message brought to you by the unions of the AFL-CIO.
Lane Kirkland, President Thomas R. Donahue, Secretary-Treasurer

WORKPLACE INNOVATION



ELECTRA GLIDE® CLASSIC FLHTC

Harley-Davidson

Cooperation revives an American classic

Milwaukee

Eight years ago, Harley-Davidson Inc. was the last survivor of the once-proud American motorcycle industry. But it was barely alive.

Since its birth here in 1903, the Harley-Davidson name had been synonymous with the adventure of the open road. But then, like the rest of the industry, it felt the full impact of two elements well known in today's industrial America: a rising tide of imports and corporate mismanagement.

The foreign competition battering came principally from Japan. The rest of the problem was American Machine & Foundry, the conglomerate which had taken control of Harley in 1969.

As a result, the company's share of the U.S. market for heavy motorcycles had tumbled to an all-time low of 23 percent. Its books were splashed with red ink to the tune of $25 million, and Harley-Davidson teetered on the brink of collapse.

Today, the motorcycle firm is riding tall in the saddle again. The company's earnings are roaring along, with profits of $23.9 million last year, and its American market share has rebounded to 46 percent.

Despite foreign competition, Harley-Davidson's worldwide unit sales increased by 17 percent in 1988. And, sweetest news of all, the company reports that Japan is developing into one of its fastest-growing overseas markets.

What's behind this dramatic turnaround?

A leveraged buyout that worked because the new owners delivered on their pledge of close cooperation between management and union workers to create a new workplace—one based on efficient organization of people and production.

Four locals of the Machinists and the Allied Industrial Workers went to the bargaining table for some 1,600 employees at plants in Milwaukee, York, Pa., and Tomahawk, Wisc., following the LBO. They agreed to cuts in health benefits and a freeze on cost-of-living raises. But they won management agreement to bring back work Harley had outsourced to other suppliers.

For their part, the owners agreed to across-the-board sacrifices, too. Officers' salaries were cut as much as 12 percent and a top-heavy management was pruned.

At the same time, both labor and management appealed to the International Trade Commission to blow the whistle on predatory foreign competition. Japanese manufacturers had substantially increased their exports of motorcycles to compete directly with Harley.

Because of an extraordinary buildup in the United States of their unsold inventory in heavyweight motorcycles, the Japanese manufacturers were offering huge consumer discounts—a tactic that threatened to steal away what remained of the domestic market.

In 1983, the ITC granted the union-management request for five years of decreasing special tariffs on imported heavyweight cycles. Two Japanese competitors immediately set up assembly facilities in the U.S., to which they shipped engines, transmissions and other major sub-assemblies to skirt the import tariff.

But at Harley, the workers and management also took matters into their own hands—moving to get their house in order and produce a quality product. They were so successful in the turnaround that in 1987, the company asked the ITC to end the tariffs a year ahead of time.

Says company President Richard F. Teerlink, "Harley-Davidson's comeback has been enhanced by a spirit of mutual cooperation between the company and its unions."

Echoing that sentiment is Keith Kirchner, a representative for AIW Region 9. "This new process," he says, "represents job security for our union members because it will help us keep Harley-Davidson a leader in motorcycle manufacturing."

The comeback didn't take place overnight. Although they had agreed to the concept of worker participation programs, the unions and their members were justifiably leery.

After all, AMF—the previous owner—had instituted quality circles in 1977, but the unions were effectively shut out from either their planning or execution. Harry D. Smith, president of IAM Lodge 175 at York, saw those earlier quality circles as a way of undermining union leadership.

"Management finally realized that instead of writing people reprimands because of a silly time study, they should worry about quality instead of quantity," says Smith of a 1987 decision. "Management now understands that taking away stop watches and letting people perform their craft is what made this company a success."

Jerry Knackert, president of AIW Local 209 in Milwaukee, says that five years ago, labor-management relations were "the worst imaginable"—so bad, in fact, that there were even "scabs in a Milwaukee warehouse." But relations now are "excellent with the owners," he says, despite occasional problems.

To management's credit, Harley-Davidson held firm to its belief that establishing and expanding its program of union and employee involvement was vital to turning things around.

"So many LBOs done today are financed by financial powerhouses whose goals are profit to them at the potential expense of others," explains Teerlink, the company president. "When you have people running the business owning 100 percent of the business, they take a long-term view of what that business is, and what it can be. They're more inclined to make investment decisions rather than short-term profit decisions."

The new order at Harley-Davidson embraces a lot of different aspects:

- Production workers now are able to inspect and adjust their own machinery instead of losing valuable production time waiting for a separate maintenance crew to perform minor adjustments.
- A new inventory program limits the production of only those parts needed for a given production run, freeing up storage space for production purposes and freeing up capital for more effective use. As one Harley worker puts it: "Parts lying around unused is the same thing as money lying around unused."
- A laser cutting device increases efficiency and accuracy, and a new painting procedure means less waste and a better-looking product. Both were suggested by workers.
- At the workers' request, motorcycles are now produced in random colors and sizes—labor and management call this the "jelly bean" system—which breaks the monotony and presents workers with new challenges.
- In addition to the quality circles—where employees sharing similar tasks voluntarily work together to solve mutual problems—the company utilizes a "town hall" meeting approach for one hour each month.

If there is a bottom line for measuring success in labor-management relations, consider this:

When each motorcycle rolls off the assembly line, it contains three emblems: the Harley-Davidson logos and two stylized gears that are the insignia of the Allied Industrial Workers and the Machinists.

As the AFL-CIO Union Label & Service Trades Dept. said when it awarded the unions and the company the department's first Union Label Recognition Award, these three insignia symbolize "the foresight and cooperation shown by unions and management in helping to revitalize the company."



Union-management cooperation revs up Harley-Davidson output.

Housing touches all walks of life

HOUSING NOW!

Union members will take to the streets Oct. 7 and march to bring attention to the housing crisis.

The AFL-CIO is one of 175 national organizations in the Housing Now! coalition.

Dozens of Hollywood celebrities will be on hand, including Jon Voight and Veronica Hamel, who have been active in helping the homeless. Rally speakers after the march will include labor leaders, homeless people and those affected by the lack of affordable housing.

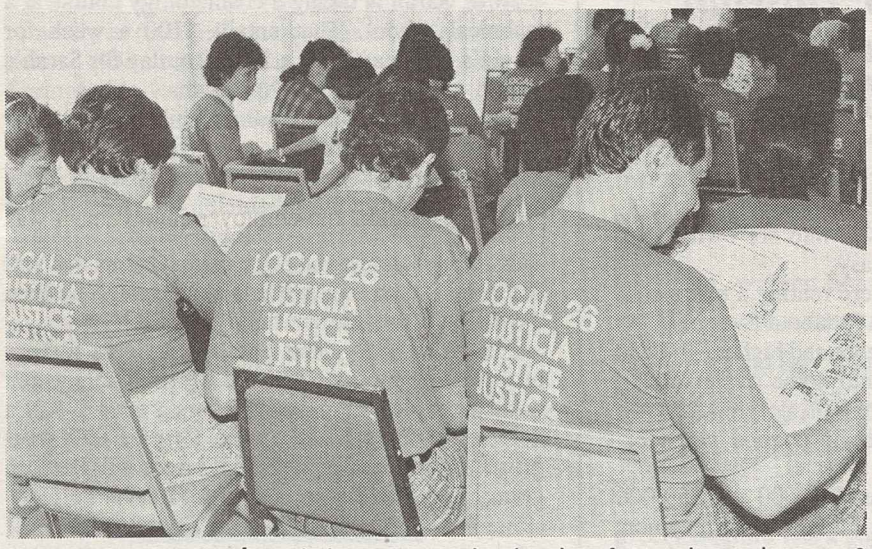
Union-sponsored buses are coming from across the country to participate in the Oct. 7 event. Union members are encouraged to display their union label by wearing union hats and jackets or bringing banners. The AFL-CIO coordinators for the Housing Now! march listed below have more information on buses from specific cities.

Bus captains are urged to order their VIP Bus Captain kits on march logistics and directions in Washington.

Union-sponsored buses with AFL-CIO permits ONLY will be allowed to park in the assigned bus parking lot, located near the march site. No cars will be allowed to park in this lot. Those in automobiles are encouraged to park at any outlying metro station except RFK stadium.

The closest metro stop to the labor staging area (at 15th and Constitution) is the Federal Triangle Stop. Labor marshals will be posted at the metro station to assist marchers.

AFL-CIO bus parking permits and additional information are available from Tom Bradley at 202/637-5106. Overall march information is available from the AFL-CIO Dept. of Community Services at 202/637-5191.



Housing Now! was the mission of two busloads of Hotel Employees & Restaurant Employees from New England in a September visit to AFL-CIO headquarters. Members of Local 26 had to translate AFL-CIO President Lane Kirkland's remarks to them into four languages. Local 26 members have been bargaining and lobbying for housing and were briefed by Kirkland on plans for the Oct. 7 march.

Special Coordinators Handling March

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Baltimore, Maryland 21230
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BOSTON
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NEW JERSEY
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Newark, New Jersey 07102
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New York, New York 10016
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215/646-7981

RICHMOND
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Richmond Regional Labor Council
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Richmond, Virginia 23224
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SOUTH CENTRAL PENNSYLVANIA
Bobby Fouche and Barbara Kelly
Pennsylvania AFL-CIO
230 State Street
Harrisburg, Pennsylvania 17101
717/238-9351

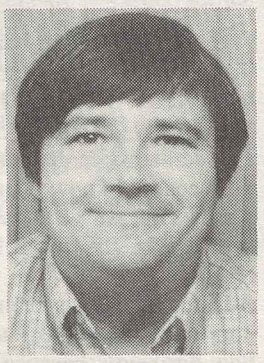
WASHINGTON D.C.
Beulah Carter
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Washington, D.C. 20005
202/626-0620

Varied stories reflect reach of housing crisis

'If I could make the down payment, I could make the monthly payment'

Granite City, Ill.

"Housing is my single, biggest concern," said Albert Supp, a Chevrolet mechanic and member of Machinists Lodge 313 in Granite City, Ill. "I already live in the house I'd like to own. I'm renting now. If I could afford the down payment, I could buy it. And my monthly payment would drop if I owned it."



Albert Supp

Supp, 35, ended up in Granite City in the late 1970s, after having been, in effect, blackballed for trying to organize the auto shop where he worked in Terre Haute, Ind. The National Labor Relations Board eventually found he was fired for his union activities during a Teamsters organizing drive.

Meanwhile, he got work as an apprentice in a union shop in Granite City. "I worked my way up" during the first half of the 1980s. "Things were going real, real good as far as putting money away."

"In September 1987, I was diagnosed as having Hodgkin's disease, a cancer of the lymph system. That blew any hopes of getting a house in the future. What money we had put aside went to pay the deductibles on my medical bills. I was off from work about two weeks. I had radiation treatments for about a year and could only work about 18-20 hours a week. My out-of-pocket medical costs have been about $2,500."

A person can buy a decent three-bedroom house in Granite City for about $48,000 to $55,000—putting the monthly payment at about $450 to $500 a month, Supp said. The ranchstyle home with a garage and large lot where he has lived for two years is for sale. He agreed to rent with an option to buy, with $50 of the $650-a-month rent put toward a down payment. "A month after we moved in, I was diagnosed with cancer."

Supp earns about $14 an hour under his IAM contract. "I consider myself to be middle class," he said. But yet the ability to save the money for a down payment and closing costs remains elusive. "This is my biggest concern. Now I'm just throwing out the money each month and only have a rent statement to show for it." His wife is working part time and attends college full time. They have two children.

"Real estate agents tell us, 'sure we can get you into a house with no money down,' but the numbers don't work out right. If I could make the down payment, I could make the monthly payment. The house I'm renting is a real nice house. It's the one I want."

'I work, my husband works two jobs and we have to live with my sister'

Falls Church, Va.

"You can't even live in your own hometown anymore," said 26-year-old Terry Robinson, who was born and raised in Falls Church, Va. "My parents bought their home here in 1971 for $20,000 and now its appraised at $160,000," Robinson noted.

Robinson, her five-year-old son Steven and her

Continued on Page 6

Case after case details urgency

Continued from previous page

husband share a rented home with Robinson's sister, her husband and their two children.

"I work and my husband works two jobs and we still have to live with my sister's family. My husband makes $30,000 a year and I make $20,000 and my sister's husband works full-time also," Robinson explained. "I always thought when I grew up that I'd have my own home. I wish we didn't have to live like this."

Robinson's sister, Mary, stays home with the young children and is there when Steven comes home from school. Together, the two families pay $1,250 a month for rent and Robinson worries that the high rent will keep both families from being able to save money for a downpayment on a house.

"I should be able to have something if I'm working for my money," Robinson said. "By the time I pay Steven's tuition at the Catholic school ($110 a month) and groceries, bills and rent, there is never anything left."

Robinson prefers this arrangement to her last apartment in Centreville, which cost $675 a month for the first year and then went up to $775 a month. There, the downstairs neighbors were crowded nine to an apartment that had no electricity, so they cooked outside in the playground area. When gunshots at night left a bullet hole on Robinson's car, they broke the lease and moved out.

Robinson is now pursuing a degree in education and attends classes at Northern Virginia Community College, as well as working at a temporary agency. Her husband, a computer science specialist, just started delivering pizzas at night to try to make some extra money.

'I make too much for federal help, not enough to do it alone'

Toledo, Ohio

"If only someone would have stepped in and helped me to keep my house back in 1975, I could still be a homeowner today," said Carol Kauss, a Community Services liaison with the Ohio Red Cross.

When she sold her house 15 years ago, she was getting a divorce and had three children, no job and an unpredictable future. The $180 a month mortgage payment was more than she could afford then—and she has moved every year for the past 15 years.

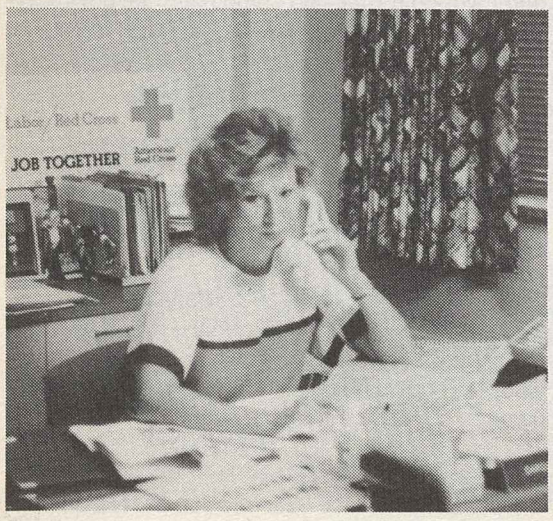
Stanley Gordon, the labor liaison for the national Red Cross, has known Kauss for about four years.

"Since talking with Carol, I've realized that there are people affected by the housing crisis that aren't living on the street. The working poor are all around us,"Gordon noted.

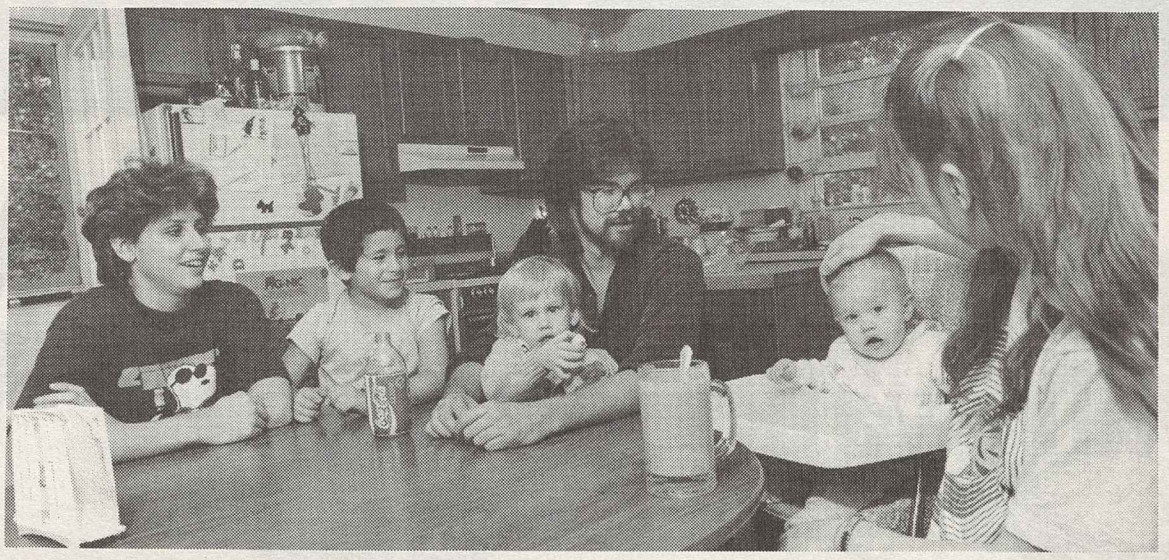
Kauss says when she first moved in 1975, her monthly rent was $225 a month, including utilities. When that rent went up, she started her odyssey, searching for affordable housing for herself, her three kids and their dog.

Her last apartment rented for $575 a month and when she was notified the rent would increase, she moved for her 15th time. She is happy with the duplex she is now renting, but has just been informed the landlord plans to sell the house soon.

Kauss makes around $28,000 a year, and with her three kids now finishing college, she hopes to start soon paying off her backlog of bills.



Carol Kauss



The Robinsons in their two-family kitchen.

"I feel like I've been robbing Peter to pay Paul, with maximum cash advances on my MasterCard and an overload of back bills," Kauss said. "I'm not even thinking about ever being a homeowner, because saving for a downpayment is next to impossible," she pointed out.

Kauss said she was once on a HUD housing waiting list, but her income was just a little over the qualifying level. She hopes help will arrive someday for middle America.

"I make too much to get federal help but not enough to get anywhere alone."

'A five-year closeout clause is the only way people can afford to buy'

Harrisburg, Pa.

Sheryl Cross lives in Harrisburg, Pa. with her two children, Harmony, age 13, and Trent, age 4. Four months ago, she moved into her own home, but getting there wasn't easy.

Sheryl and her family were renting a townhouse outside the Harrisburg area for about five years. As she watched rents climb higher and higher—to $550 a month—Sheryl looked into home ownership.

"I thought, I have good credit, no bills, I'm just looking for a decent house in a good neighborhood," she said.

But the houses—in the $40,000 to $50,000 range—required at least a $5,000 down payment plus closing costs and other fees, making home ownership out of Sheryl's reach, despite her working long hours as a graphic artist.

In order to save for the down payment, Sheryl took a second job as a pharmacy technician at the Hershey Medical Center. That meant evenings and weekends away from her children. "It's hard to be working a second job, especially with two kids," she said.

Sheryl's savings weren't enough to buy the home on her own, but under an agreement with a private investor, she could buy an interest in the property with a five-year close-out clause.

"I still had to have a down payment, but after five years, I can either buy the house—at a price agreed to when the contract was signed—or sell out my interest. This is the only way many people in this area can afford to buy anything," she said.

'I worry prices will go up faster than our ability to save'

Albany, N.Y.

Home ownership for Michael and Sarah Harrington—a dream deferred during their first seven years of marriage—threatens now to become a dream denied.

Mike works in the printing shop of the New York State AFL-CIO in Albany, where his $30,000 annual income is just about double what he was making a year ago with a small printer in the private sector.

A new house is far out of their reach, and at prices ranging between $100,000 and $125,000, even the most modest of resales remains far out of reach of the pocketbooks of people like the Harringtons.

"Young people today can't come up with the down payment," says Colleen Gardner, the state federation's community services staff member. "And those who can raise the up-front money usually don't qualify for a mortgage. Clearly it's a no-win situation."

With two children—six-year-old Michael Jr., and three-year-old David—the Harringtons have tried to tough it out on Mike's paycheck. They live in the second-floor flat in the home of Sarah's parents and pay a modest $200-a-month rent that has made it possible to put a few dollars aside. But Mike and Sarah are still far short of what they need to get into a home of their own.

Now, Sarah is taking a cosmetology course at a technical school. That entails $100 a week for David's child care, and a $4,000 outlay for Sarah's tuition over the next eight months.

It's putting a crimp on their ability to save for their own home right now, says Mike. When Sarah graduates, she'll set up shop temporarily at home until she can build up a clientele. Then they'll have to float a $10,000 loan to establish her own business. That means interest and principal payments that will defer the dream still further, even though by then they'll be a two-earner family.

"If we're lucky, and Sarah's business turns a profit before too long, maybe we'll be able to put away a couple of thousand dollars a year to buy a home of our own," Mike says. Then he adds wistfully, "what worries me is that prices will keep on going up faster than our ability to save."

'It might have been easier if I had 10 dogs instead of 5 kids'

Columbus, Ohio

Mary Deroven had little more than a pocket full of hope when she returned to her hometown in June 1987. Her marriage of 21 years was over and she had to get on with her life.

"I had 15 cents in my pocket when we (Mary and five of her seven children) got here. I didn't have a job. We stayed at my mom's for a while, but I knew I had to get out on my own."

Through a Catholic relief agency, the family got temporary lodging in a two-bedroom house. "We stayed there from June to November. I was referred to Project Self-sufficiency. I don't know if it's still in existence. I applied for housing assistance, a Sec. 8 rent subsidy. One requirement was that you had to be divorced. I wasn't, so I had a lawyer draw up separation papers and they accepted them.

"Then I went all over the place to get someone to rent to me. When I said I had five kids. . .well, that was it. They wouldn't rent to me. It might have been easier if I said I had 10 dogs.

"I finally got a place from a friend of my brother, a three-bedroom duplex. He said, 'I'm only doing this because I know your brother.' It was to be temporary. But we've been here two years. Only four of my kids still live at home. The other three are on their own."

Her struggle has been all uphill. She was a half-hour late recently for the annual evaluation for her Sec. 8 subsidy, because of a delay at the dentist office. She recognized the woman who helped her last year, but was slated for another evaluator this year. When she went in, the new evaluator asked her

of Oct. 7 Housing NOW march

name, then told her, "I just filled out the termination papers for your Sec. 8 because you were a half-hour late." Luckily, the other evaluator ended up reviewing her case.

"Initially, the Sec. 8 paid all my rent. I got $497 a month from welfare and $300 in food stamps. I'm working now, but I still get a little subsidy. The Private Industry Council paid my tuition for nursing. I became a licensed practical nurse a year ago and now work at Alum Crest Nursing Home. I just got two grants so I can go back to school and become a registered nurse.

"After that, I have every intention of owning my own home. I think there has to be some way around those down payments. Once I get out of school again, I'm going to look into it."

'If we went that heavily in debt, for education loans, we'd say goodbye to a home of our own'

Columbus, Ohio

Three years ago, Ron and Darlene Moore moved from the Virginia suburbs of Washington, D.C., to Columbus, Ohio, thinking they had escaped the outrageously high housing costs that are the norm throughout the national capital area.

When they lived in Northern Virginia, Ron was employed at an area bank and Darlene worked at the graduate school run by the U.S. Dept. of Agriculture.

They were paying $600 a month, plus utilities, for a small apartment. The only property for sale remotely in their price range was a bandbox townhouse (750 square feet of living space) in Springfield, Va., for $72,000.

They moved to Columbus, where Darlene grew up, only to discover that while living costs were lower, so were salaries. "We swapped one set of problems for another," says Ron.

At the beginning, both were working full time. And while they found a rental apartment for $300 a month, "we were still living from paycheck to paycheck," he explains, "and were no closer to our goal of putting away any money for a down payment on a house."

Darlene, a member of the Ohio Civil Service Employees Association—AFSCME Local 11, works for the state's Children's Trust Fund. They've shelved their education plans for now—Ron had hoped to get his undergraduate degree in political science and Darlene wanted to go back for her master's degree.

There was a time, Ron recalls, when deserving students could get educational grants. But those days are gone, and the price of higher education is beyond the reach of far too many young people.

"We just weren't in a position to go that heavily into debt. If we did, then we'd be saying goodbye to our dream of a home of our own," says Ron, who is now job hunting.

To help make ends meet, they moved in with Darlene's parents 18 months ago. They've been able to squeak by on Darlene's $1,100 a month take-home pay for now. But that break will end this year when Darlene's parents, both retired union members, move to Florida.

It's been a "vicious cycle," says Ron. But when you're 29 years old, as the Moores are, hope still burns bright. Once he finds a job, Ron plans to get his degree from Antioch University through the George Meany Center for Labor Studies.

"We're both proud to be a part of the labor family which makes sure that workers are rewarded for the quality of the work they do on the job," he says. As to the future: "It may be a tough struggle, but we're confident that we'll make it."

'But I look at it this way: I'm out of the shelter'

Richmond, Va.

"There is such a thing as being homeless."

Those words came from someone one who just six months ago, made $11 an hour at a Richmond AT&T plant.

Wayne Ferguson never missed a day of work in five years at the phone company. But he had to undergo double bypass surgery and was off work five months, from February to July of 1988. He went back to work, again never missing a day until March of 1989, when he was hospitalized with phlebitis. Because doctors used a vein from his leg during his heart surgery, his leg swells, making walking difficult and pain a constant.

While Ferguson was in the hospital, he received medical disability from AT&T, until he was released on May 3. That was also the day he was laid off from the company, since he couldn't be laid off while on medical disability. To make matters worse, on July 22 he entered Southside Regional Hospital with chest pains.

"When the doctors were getting ready to discharge me from Southside on Aug. 2, I had $2 in my pocket," Ferguson said. "A social worker got me into an emergency shelter, because after my surgery my wife and I separated and she stayed in our apartment," Ferguson explained.

Ferguson gets half-pay on disability—$147 a week, $75 of which goes to child support and $60 for the room he now rents in a private home in a rural area outside of Richmond. That leaves him with $12 a week, which must pay for food and everything else he may need. His fellow Communications Workers helped him move out of the shelter, raise money for him and try to give him at least $20 a week to pay his landlady for groceries.

CWA member Linda Coleman has been instrumental in arranging help for Ferguson.

"Can you imagine with five years perfect attendance at a company . . . to wake up and find yourself homeless?" Coleman asks. She and others found the room that Ferguson now rents and stay in close contact with him.

"I never thought I'd find myself standing in line for a meal or a place to stay," Ferguson said of his time in the shelter, when he went to a separate location for meals. "But I look at it this way: I'm out of the shelter.

"It's hard for a lot of people who are there just trying to get back on their feet, and you can only stay for 30 days. There's a lot of people, more than I realized, without homes just like I am."

'We could lease for $1,100 a month or buy for $325,000. We said we'd keep looking'

San Mateo, Calif.

Lori Langford has a good job, but having a home of her own is no longer even a dream. She's a letter carrier whose base pay is $27,000 a year. Unfortunately, she lives and works in San Mateo, Calif., where housing costs have soared into the realm of fantasy for all but the truly rich.

Widowed in 1978, she lives with her son Gerrey, 16, in a two-bedroom apartment. "I got a six-month lease for $700 a month, and I felt lucky because that was the lowest rent in town," she says. "But for the second six months the rent's being raised by more than one-third. What it'll cost next year, I'm afraid to think."

Langford, who is recording secretary and shop steward of Letter Carriers Local 1280, plans to be married soon to a business agent of another union. But their combined salaries won't put them in a home of their own in or anywhere near San Mateo.

"We've been house-hunting for 50 miles around," she says, "and the most attractive offer we've had was a little house with two bedrooms and one tiny bathroom that we could lease for $1,100 a month or buy for $325,000. We said we'd keep looking, and I guess we'll have to look a long time."

'The only residential construction is in the luxury range. . .as far out of reach as the moon'



Yvonne Harvey

Duluth, Minn.

"I'm ashamed anybody sees the kind of place I have to live in. And it scares me to think how close I am to having no place to live in at all."

It took Yvonne Harvey months to find the cramped two-bedroom apartment that she shares with her son Wade, 13. An on-the-job injury halved her income from the $300 a week she earned as a health-care worker in a county-operated nursing home to a $291 state workers' compensation check every two weeks. She pays $290 a month rent, plus utilities.

Duluth is painfully short of good jobs and decent, affordable housing. "This area hasn't recovered from the recession of the early 1980s," says Jackie Docauer, AFL-CIO Community Services liaison with United Way of Duluth and a member of the Duluth Housing commission.

"What makes it worse is that so much of the city's housing has deteriorated to the point that it won't pass inspection as rental property. What remains is terribly overpriced. The only residential construction is in the luxury range, as far out of reach as the moon for people like Yvonne, who need it most."

Until five years ago Yvonne Harvey lived in her own home with her husband and four children. "I lost the house right after my divorce," she says. "I couldn't keep up the payments, and the best apartment I could afford cost $450 a month and had only two bedrooms. The three older children found places of their own as soon as they could."

She moved to her current apartment—the one that she's ashamed of and takes half her income—two years ago, after the injury that cost her job.

She hasn't lost heart; far from it. She has spent those two years as a full-time student at the University of Wisconsin at Superior, Duluth's sister city, where she expects to take her degree in labor relations in 1991. Meanwhile, she remains active in union affairs as a respected member of the executive board of AFSCME Local 66, and she does volunteer work in a support group for single parents.

"I know I'll get through this and lead a decent life again," she says, "but I get cold chills every morning when I see homeless people coming out of alleys and parking ramps.

"They're not bums; they're people just like me. They're on their way to minimum-wage jobs that won't let them save enough for a month's rent or a security deposit on a place to live. And I know that if I miss one rent payment I could be right there with them. I'm that close to the edge."



Lori Langford outside her $700 a month apartment.

27,000 gain in UFCW supermarket contracts

More than 27,000 Food & Commercial Workers in Maryland, Virginia and Washington won hourly raises of as much as $2 over a three-year period and two lump-sum payments in settlements negotiated by UFCW Locals 400 and 27 with the Safeway and Giant Food grocery chains.

The three-year agreements provide hourly raises ranging from $1.65 to $2, maintain full employer-paid medical coverage, and improve pension benefits. Lump-sum payments will total from $800-$1,000 for full-time workers and $350-$500 for part-timers.

UFCW Local 400 represents about 20,000 workers at Safeway and Giant Food stores in the Washington area, and in Manassas, Fredericksburg and Warrenton, Va. UFCW Local 27 represents

Photo on Page 1

more than 7,000 members at the two food chains' stores in the Baltimore area. Giant Food employees approved the settlement by nearly a 3-1 margin in both locals, while Safeway workers had a near unanimous ratification vote in both locals.

Virtually all employees will get an immediate $1 an hour increase, the locals said. More experienced workers will get hourly wage adjustments of 45 cents in September 1990 and 1991 and lump-sum payments in March 1990 and 1991. Newer employees will get 50 cents in each of the final two years of the contracts. The gap between the two groups will narrow to 90 cents an hour by 1991.

A maintenance of benefits provision keeps the health care fully employer-paid. At a ratification meeting, UFCW Local 400 President Tom McNutt said, "In this era of employer takebacks and soaring medical care costs, it's a major victory to be able to maintain full employer payment for health insurance."

Management is "going to have to address this problem nationally," McNutt said. "We're determined that our members not take the heat for a problem that is largely out of control."

The contracts also included significant improvements in the pension plans, including a provision for an extra pension check being issued to retirees at the end of 1990 and 1991.

By any name, open shop gang smells the same

Madison, Wis.

In a new effort to confuse the public, compulsory open-shop forces in Wisconsin have changed their name—hoping to convince the public that anti-union legislation will boost employment.

The Wisconsin Citizens for Right to Work announced that it will now be known by the benevolent name of the Wisconsin Alliance for Jobs.

Labor's enemies first seized on the "right-to-work" slogan back in the 1940s, duping a lot of people into believing there was a job-generating face to the compulsory open shop.

The Wisconsin group announced what it said was a "historic name change," explaining that its new title would "emphasize the job creation aspect of right-to-work laws." Under its new banner, the group said, it would be able to "broaden our appeal among state media, the business and political community and the general populace."

Translation: Now that the public has discovered that the compulsory open shop confers job rights on no one, a new gambit is needed to imply that there is an "alliance" whose sole purpose is to put people to work.

Black Caucus aids ACTWU members in Georgia

Seven members of the Congressional Black Caucus asked the Labor Dept. to investigate charges of racial and sexual discrimination at two Augusta, Ga., area drapery manufacturing plants that were organized by the Clothing & Textile Workers in April 1988.

The letter sent to Labor Sec. Elizabeth Dole asked that the department's Office of Federal Contract Compliance launch "an immediate, full-scale investigation" of the discrimination complaints filed with the agency last summer by the workers at the Samsons and Delila manufacturing plants. Owned by S. Lichtenberg & Co. of New York, the plants are located in Louisville and Waynesboro, Ga., respectively.

The workers also had filed individual and class-action complaints with the Equal Employment Opportunity Commission more than a year ago, the union said.

The congressional letter pointed out that the Office of Federal Contract Compliance, which monitors employment practices of federal contractors, has never undertaken a compliance review of S. Lichtenberg. The company, which supplies curtains and draperies to the federal government, has never given the Labor Dept. an affirmative action plan or equal opportunity reports required of all government contractors.

The letter was signed by Representatives Ronald V. Dellums (D-Calif.), chairman of the caucus, Cardiss Collins (D-Ill.), Charles A Hayes (D-Ill.), John Conyers (D-Mich.), William L. Clay (D-Mo.), George W. Crockett Jr. (D-Mich.) and Mike Espy (D-Miss.)

The workers at the two Lichtenberg plants—primarily black women—voted for ACTWU representation in mid-1988.

Since then, the workers have mounted a vigorous campaign to change the intolerable working conditions, which include poverty level wages, no pension or retirement plan, and major health and safety problems.

The company has "utilized every possible legal avenue to delay union recognition and collective bargaining," ACTWU said.

Last phone holdout, NYNEX, sends strike into ninth week

The strike by the Communications Workers and Electrical Workers against NYNEX, the regional Bell telephone operating company serving New York and New England, entered its ninth week with bargaining snagged on management's demands on health care costs.

CWA and IBEW are actively bargaining with NYNEX, but the company has yet to move off its stiff demand for cost shifting on health care benefits, even though it posted profits in excess of $1 billion last year.

The NYNEX strike is the last of four work stoppages that occurred in this round of bargaining with the Bell regional operating companies. Solidarity among the workers and their unions remains high, with rallies and other joint activities being held throughout the region.

Other strikes occurred at Bell Atlantic, Pacific Telesis Group and Ameritech Corp. At Bell South Corp., Southwestern Bell Corp. and USWest Inc., settlements were reached without a strike.

In Massachusetts, the state Dept. of Employment & Training ruled that NYNEX strikers are eligible for jobless benefits, retroactive to the beginning of the strike on Aug. 5. Benefits range from $255 to $350 a week for up to 30 weeks. The company said it will appeal the ruling.

In New York, some 40,000 CWA members became eligible for benefits after eight weeks on the picket line. Other New England states have not ruled on jobless benefit eligibility, but the Massachusetts decisions may have a favorable impact, unions leaders said.

On the West Coast, CWA members at Pacific Telesis Group voted down the tentative agreement and bargainers from both sides will meet soon to work on job security language. There are no immediate plans to resume the strike, the union said.



11,000 in Minnesota protest scab contractor

A massive turnout of 11,000 union members and friends at the state capitol in St. Paul call on the legislature to rescind a $16 million tax break for Boise Cascade Corp., charging the company double-crossed union workers and Minnesota taxpayers.

Boise Cascade was granted the tax break as an incentive for a multi-million-dollar expansion of its International Falls paper plant. But an Alabama-based union-busting contractor, the BE&K Co., was hired for the job.

Nonunion construction workers came in from 22 states, President Bill Peterson of State Building & Construction Trades Council noted.

He recalled that Boise also brought in BE&K for an expansion project in Rumford, Me.

"When the workers in the mill went on strike, BE&K provided the scabs," he stressed.



AIW convention delegates wear a variety of messages on T-shirt Day.

AIW increases dues to pursue 'fight back' plan

Detroit

Delegates to the Allied Industrial Workers convention acted to continue the "fight back" programs the union had begun two years earlier and voted a "rescue plan" to assist members whose health and welfare plan went bankrupt.

The 350 delegates and alternates heeded the AIW executive board's recommendation by voting a $2 monthly dues increase, effective in 1991, with another 50-cent rise being added in 1991. The action lifts the basic dues from $11.50 a month, which AIW President Dominick D'Ambrosio called one of the lowest in the labor movement.

In his convention address, D'Ambrosio said the increase was needed to maintain the AIW tradition of full service to locals and to step up the "fight back" programs initiated after the 1987 convention. He noted that since 1981, inflation jumped about 40 percent while the AIW dues went up only 4.5 percent.

The "fight back" programs were initiated to strengthen the bargaining ability of the union's 330 locals in an era of union-busting. The union's membership has dropped from about 95,000 in 1979 to 62,000, where it has remained for the past several years, D'Ambrosio said. But in the 10 NLRB elections held thus far in 1989, the union has won nine.

In other action, the convention approved setting aside $2.5 million to aid some 7,000 members in a joint employer-employee health and welfare fund which went bankrupt. The "rescue plan" funds will be used to settle the members' outstanding debts.

Nick Serraglio, 64, of Cleveland, was elected to succeed William J. Salamone, 71, who retired as the union's secretary-treasurer. Serraglio has been director of the AIW Region 3, serving the East Coast, since 1971.

Speakers included AFL-CIO Sec.-Treas. Thomas R. Donahue, who told delegates organized labor is "turning things around" and Citizens Action President Heather Booth of Washington, who said "universal health is achievable" if labor and others work together. Rep. Jill Long (D-Ill.) praised AIW members for their support in the special election in which she won the seat once held by Vice President Quayle.

SEIU wins pay equity raises in California

A new three-year agreement ratified by California members of three Service Employees local unions provides pay equity salary increases, across-the-board wage increases and improvements in medical benefits and job health and safety. More than three-quarters of the voting members approved the pact.

The agreement covers 6,000 members of SEIU Locals 250, 535 and 616 who work for Alameda County, Calif., hospitals, administration, criminal justice and welfare departments, libraries, health clinics and public works facilities.

SEIU members will receive pay equity raises of 2 to 4 percent depending upon their class designation under a earlier study. The county will contribute an additional 35 cents for each dollar in wages to a pay equity adjustment fund.

The settlement also includes an immediate 5 percent wage increase, plus raises of 3 to 6 percent in the next two contract years, based on increases in the consumer price index. Registered nurses won a 21 percent raise over the next two years with a wage reopener clause in July 1991.

Other contract gains include improvements in vision and dental coverage, a catastrophic sick leave plan and increased educational benefits.

Job security among features of UAW, Diamond-Star pact

Members of UAW ratified a three-year agreement with Diamond-Star Motors Corp. that provides solid job security provisions and salary increases.

The settlement covers 2,300 union members at the Diamond-Star plant in Normal, Ill., a joint venture between Chrysler Corp. and Mitsubishi Motors Corp. The agreement was ratified by 76 percent of the voting members.

Under the contract, layoffs are prohibited except when "the long-term viability of the company" is threatened. If workers must be laid off, they will receive 80 percent of their salary for 52 weeks.

In exchange, the union agreed to three job classifications, with workers able to perform several different jobs. The contract also calls for Diamond-Star workers to reach pay parity with their counterparts at Chrysler by 1992.

Inbrief

Louisiana furniture firm put on AFL-CIO boycott list

The Fraenkel Bedding & Wholesale Furniture Co. of Baton Rouge, La., has been placed on the AFL-CIO boycott list because of the firm's refusal to negotiate a fair first contract for 100 workers at its Memphis, Tenn., plant.

After voting to join the Electronic Workers in February 1988, the Fraenkel unit held 14 negotiating sessions to reach an agreement with management. However, 17 months later, the firm still was insisting on a three-year wage freeze, cutbacks in sick leave and elimination of seniority and job transfer rights.

The IUE Local 282 members voted to strike the company and have been walking picket lines since July.

Fraenkel products are sold under the brand name of Windsor Place & Knights Rest Bedding.

HERE, San Francisco hotels sign first-ever 5-year deal

Hotel Employees & Restaurant Employees Local 2 reached tentative agreement with nine major San Francisco hotels for an unprecedented term of five years.

The pact raises wages for nontipped workers 30 cents an hour in the first year and 35 cents in each of the remaining four years. Tipped employees will stay at their current pay level, but they will be paid double for vacations.

The hotels also agreed to increase health and welfare plan contributions by $35 per employee per month the first year and $30 in each of the next four years.

New Jersey Hotel Employees ratify new casino contract

Members of Hotel Employees & Restaurant Employees Local 54 overwhelmingly ratified a new five-year agreement with the Casino Association of New Jersey.

The settlement provides a 25 percent wage increase over the contract term and improves health and pension benefits for 14,000 HERE members working at 10 casino hotels in Atlantic City.

The contract was similar to one reached earlier between the HERE local and two other casino hotels—Claridge and Harrah's Marina—covering 2,200 workers.

Steelworkers at Armco Inc. restore previous givebacks

Steelworkers at three Armco Inc. plants ratified a new agreement that restores past wage sacrifices and provides wage increases and a profit-sharing plan. The agreement covers 4,700 USWA members in Kansas City, Baltimore and Ashland, Ky.

Workers in Ashland will receive average hourly raises of $1, while USWA members at the other two plants will receive hourly wage increases averaging 35 cents. That's in addition to a $1 hourly "snapback" from sacrifices agreed to under the expired contract. The agreement provides all workers with a $500 signing bonus and profit-sharing plan.

Washington Post, TNG agree after 3 years without contract

Newspaper Guild Local 35 ratified a new five-year contract with the Washington Post that will raise weekly wages an average of $33 each year. The Post employees had been without a contract since July 1986.

The accord, which was ratified 225-17, covers more than 1,400 editorial, circulation, advertising and data processing employees, and raises the top minimum-rate for those with four years' experience in key news and other jobs to $860.70 by July 1991.

AFL-CIO unions give King fund $30,000

AFL-CIO unions recently presented the Martin Luther King Jr. Federal Holiday Commission with a $30,000 contribution and reported that all affiliated unions participated in activities celebrating the holiday.

Among highlights compiled on 1989 events were a week in Atlanta, when more than 4,000 union members attended salutes to Dr. King. The local central body in Columbus, Ga., held a march in City Center and the Clothing & Textile Workers conducted instructional history classes on "King & Labor" through their Alabama-Georgia Joint Board.

The Teachers targeted elementary and secondary schools for their outreach effort, distributing more than 70,000 packets to schoolchildren including posters, pictures, videotapes and discussion guides.

As various union efforts gear up for 1990, they continue efforts to make the King's birthday a paid holiday in all collective bargaining agreements.

Data

U.S. suffers trade deficit in services

Shortfall seen as new threat to standard of living

For the first time in more than 30 years, the United States was tagged with a $176 million trade deficit in international services transactions during the second quarter of 1989 even though the merchandise trade deficit narrowed a bit.

The transactions shortfall—which includes payments to foreigners in interest, dividends, rents and other services—is a sharp turnaround from a $41.5 billion surplus in that category in the first three months of 1989.

The new shortfall pushed the U.S. current-account deficit to $31 billion in the April-June period, up $600 million from the first quarter of 1989, the Commerce Dept. reported.

That put the country deeper in the international transactions hole. The United States is the world's largest debtor nation and now owes more than $500 billion to other countries.

America's foreign trade balance has deteriorated sharply since the start of the Reagan Administration. In 1981, the country enjoyed its largest surplus. By 1985, the United States became a debtor nation for the first time since World War I.

AFL-CIO chief economist Rudy Oswald warned that the continuing deterioration will seriously damage the U.S. economy and further erode America's standard of living.

With more profits from U.S. firms going to foreigners along with interest payments on loans, Americans will have less to spend on capital investment as well as on homes, autos and other consumer goods.

Meanwhile, the U.S government continues to push for the inclusion of services and investment in the overall trade negotiations as if the country still had surpluses in these areas, Oswald noted.

The current account deficit increased despite a slightly smaller merchandise trade deficit of $27.7 billion in the second quarter as exports picked up.

Rapidly growing foreign investment is the prime factor in the reversal of the services account, Commerce Dept. statistics showed.

Net U.S. purchases of foreign securities came to $5.9 billion, compared to $2.6 billion in the first quarter. Purchases of foreign stocks more than tripled to $4.1 billion and far exceeded the record for net purchases in the first quarter of 1986. The overall outflow reached a record $31.9 billion, an increase of $2.7 billion from the first quarter, and $6.3 billion more than in the second quarter of 1988.

In a separate report, the Commerce Dept. said the July merchandise trade deficit eased to $7.6 billion from $8 billion in June. Over the month, imports declined $976 million to $38.3 billion, and exports dropped $550 million to $30.7 billion.

But imports of manufactured goods amounted to $31.3 billion in July and were still $9.3 billion ahead of manufacturing exports. Import increases included clothing, footwear, sporting wear and industrial machinery.

Statistics at a Glance

Unemployment

	August 1988	July 1989	August 1989
Unemployment (official)	5.6%	5.2%	5.2%
Men (20 and Over)	4.9	4.3	4.4
Women (20 and Over)	4.8	5.0	4.7
Teenagers	15.4	14.7	14.5
White	4.9	4.6	4.5
Black	11.4	10.9	11.1
Hispanic	8.4	9.0	9.0
Unemployed Receiving Jobless Benefits	29.4	33.1	32.6
"Real" Unemployment Rate	10.5	9.7	9.7

Consumer Prices

	Aug. '88-Aug. '89	July '89-Aug. '89
All Prices (CPI-W)	4.7%	0.0%
Food	5.3	0.2
Housing (Shelter)	4.5	0.2
Medical Care	7.7	0.7
Energy	5.2	-2.2

Workers' Earnings

	Aug. '88-Aug. '89	July '89-Aug. '89
Real Average Weekly Pay All Private Industry	-0.7%	-0.7%

Foreign Trade

	July '88	June '89	July '89
Trade Deficit (Billions)	$8.5	$8.0	$7.6

Real wages drop despite moderate consumer prices

Workers keep losing economic ground even when price increases moderate. It has been that way throughout the 1980s.

In August, the government's consumer price index held steady for the first time in three years. But for the average nonsupervisory worker, real weekly earnings dropped seven-tenths of 1 percent from July.

The Bureau of Labor Statistics attributed the earnings decline to a six-tenths of 1 percent drop in average weekly hours and a one-tenth of 1 percent decrease in real hourly earnings.

Over the year, real earnings were also down seven-tenths of 1 percent as wages failed to keep pace with a 4.7 percent increase in the CPI.

Throughout 1989, real earnings have trailed the level of the same month the year before by as much a 2 percent in June. On top of that, real weekly earnings are 8.9 percent below August 1979, AFL-CIO economist Anne Draper pointed out.

Health care costs continue to rise sharply, climbing seven-tenths of 1 percent, the same as in the three preceding months. Health care costs have increased 7.7 percent in the past 12 months.

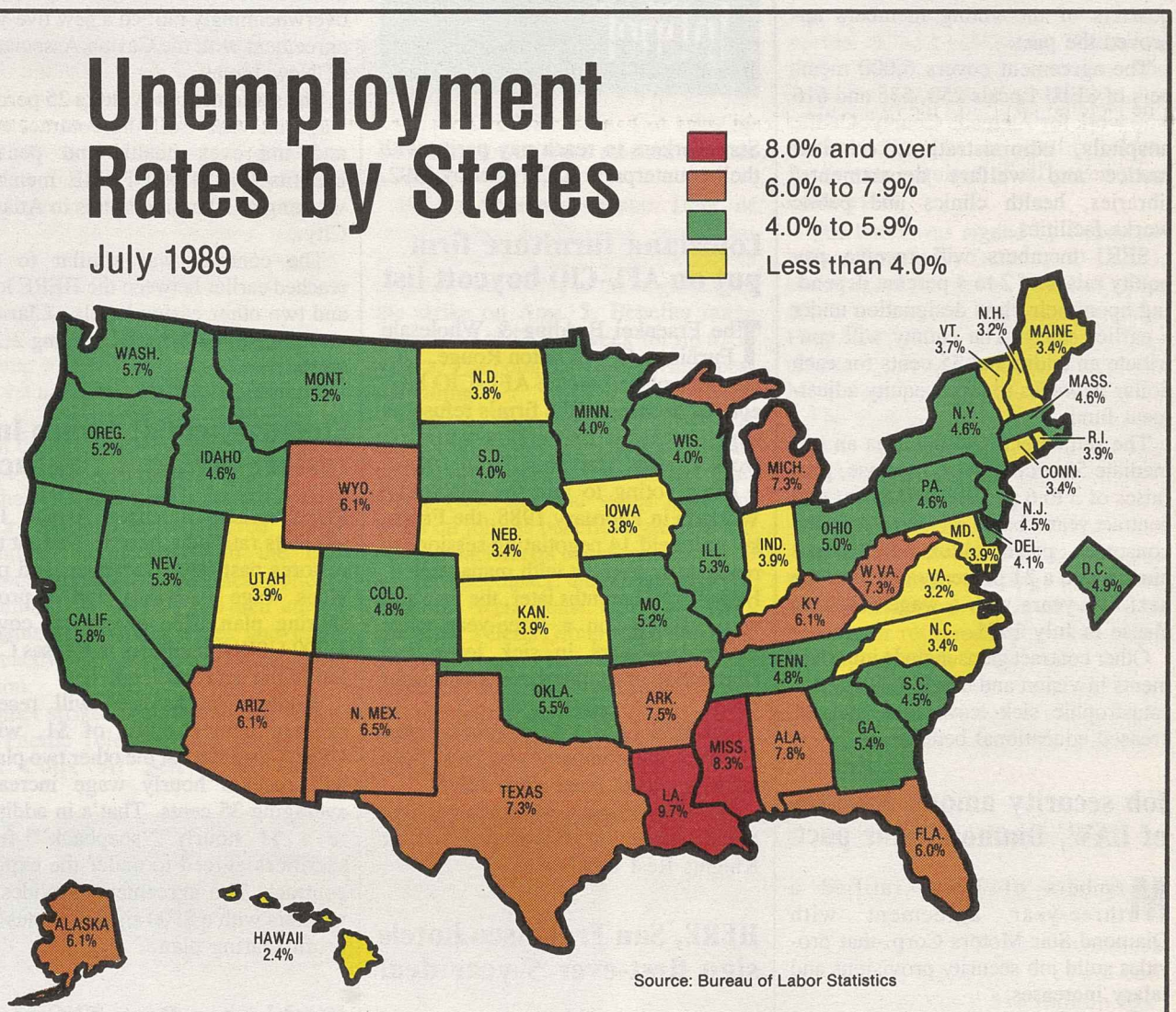
Grocery prices rose two-tenths of 1 percent in August as the cost of pork, poultry, fruit and vegetables were more than offset by higher prices for beef, fish, eggs and cereals.

The brightest facet of the BLS report showed that gasoline prices fell 4.2 percent and clothing costs dropped 1.5 percent.

The Labor Dept. noted that during the first five months of 1989 the CPI rose at a 6.7 percent annual rate. But during the June-August period, inflation slowed to a 1.6 percent annual rate.

Unemployment Rates by States

July 1989



Source: Bureau of Labor Statistics

Fourteen states posted unemployment rates above the national average of 5.2 percent in July, the Labor Dept. reported. The hardest-hit were Louisiana at 9.7 percent and Mississippi at 8.3 percent.

Another 11 states recorded jobless rates in the 6 percent to 8 percent range: Alabama, 7.8; Alaska, 6.1; Arizona, 6.1; Arkansas, 7.5; Kentucky, 6.1; New Mexico, 6.5; West Virginia, 7.3; Wyoming, 6.1; Florida, 6; Michigan, 7.3, and Texas, 7.3 percent.

States with the lowest rates of joblessness were Hawaii, 2.4 percent, and New Hampshire and Viriginia, each with 3.2 percent.

Twenty-eight metropolitan areas reported jobless rates of 8 percent or higher, including eight in the double digits: McAllen-Edinburg-Mission, Tex., 16.2 percent; Brownsville-Harlingen, Tex., 12.9; Flint, Mich., 12.6; Laredo, Tex., 11.9; El Paso, Tex., 11; Los Angeles-Long Beach, Calif., 10.9; Alexandria, La.,10.7, and Bakersfield, Calif., 10.1 percent.

The Labor Dept. said 70 areas posted jobless rates below 4 percent. The lowest were Portland, Me., 1.6 percent, and Charlottesville, Va., 2 percent.

While more than half the states gained jobs in manufacturing and construction, 19 states lost manufacturing jobs over the year and 20 states lost construction jobs.

UAW gains key victory in Colt Industries battle

Unfair labor practices committed by Colt Industries' Firearms Division "caused and prolonged" a 43-month strike by UAW members at plants in Hartford and West Hartford, Conn., a National Labor Relations Board administrative law judge found. The union hailed the ruling as a major victory.

Colt was ordered to bargain with the union and to offer reinstatement to all strikers along with backpay. The judge's ruling limited the backpay period from when the strikers voted to return to work in September 1986 until when they were offered reinstatement.

Colt's refusal to rehire some strikers spurred the strikers to stay out until all workers could go back. The UAW had argued that the backpay period should be paid up to the date the workers return to their jobs.

Colt was also directed to restore a variety of practices related to the payment of union negotiators and stewards and the fully company-paid dependent health insurance coverage, reimbursing employees for costs they incurred for premiums or alternative coverage. Backpay could total as much as $40 million, the union said. The company estimated its liability at $6 million.

The 185-page ruling by ALJ Marvin Roth is "a major victory for the strikers and for the entire labor movement," said Phil Wheeler, director of the UAW region that includes Colt's two firearms plants. The judge's findings should send "a message to all of corporate America that they are better off dealing legitimately with unions," he said.

More than 1,000 UAW Local 376 members struck at Colt on Jan. 24, 1986, nearly 10 months after they rejected the company's final offer—which proposed health insurance co-payments and a wage freeze—to replace the contract that had expired Apr. 1, 1985. The members offered to return to work in September 1986. The company forbade the return of 19 strikers, alleging "misconduct."

The ALJ dismissed the charges of misconduct against the individuals, noting the company's disparate treatment for similar acts by strikers and non-strikers. Roth found too that reinstatement was warranted when the strikers' alleged misconduct was "balanced against the company's unfair labor practices." Roth cited instances of vandalism and mass picketing, but said the union was "forced into an unwanted strike because the company was unlawfully undermining its bargaining and representation position."

Among the unfair practices cited against Colt were the systematic interrogation of workers about bargaining issues, offers of "inducement to employees to abandon the union," and unilateral refusal to accept new or increased payroll deductions for the credit union, "thereby frustrating the union's effort to effect an orderly alternative to company checkoff of union dues."

Colt was found to have violated federal labor law by unilaterally implementing a proposal for a new employee contribution of up to $15 a month for dependent health insurance coverage.

Longshoremen win ruling on phony foreign 'crews'

San Francisco

In a sharp rebuff to the Immigration & Naturalization Service, a federal court has ruled that foreign-flag vessel owners must use American longshoremen to load and unload cargoes in U.S. ports.

The unanimous decision by a three-judge panel of the U.S. Court of Appeals held that crane operators carried aboard foreign vessels are not part of a normal ship's crew, and therefore are not entitled to supplant American dockworkers while in this country.

The Longshoremen's & Warehousemen's Union, which brought the suit, argued successfully that the crane operators perform no shipboard duties while at sea. The only reason for their presence on a ship's roster, the union said, was to handle cargoes once the vessels arrive in American ports.

The New York-based Longshoremen filed a brief in support of the ILWU because of similar problems it has with European vessels on the Great Lakes.

The case grew out of an INS ruling involving Kingcome Navigation Co., based in Vancouver, British Columbia, which used two specially designed vessels to handle the loading of lumber aboard ship.

The INS had classified the crane operators as "alien crewmen," but the court said this was too broad an interpretation which flew in the face of "Congress's purpose of protecting American jobs" when it limited the work of foreign crews in U.S. harbors to those duties directly connected with shipboard operation.

ILWU President James R. Herman emphasized that if the INS ruling had been allowed to stand, the result could have been "potentially very damaging, not only for the longshoremen but for American workers in a lot of other industries."

First round won by Metal Trades against Pentagon

The Defense Dept. lost the first round in a lengthy court case challenging a complex scheme whereby multi-billion-dollar contracts are awarded to foreign arms merchants.

Federal Judge Norma H. Johnson denied a Pentagon effort to have the case—brought by a coalition of unions and small U.S.defense firms—thrown out of court.

AFL-CIO Metal Trades Dept. President Paul Burnsky hailed the ruling as a landmark decision, emphasizing that it will permit a "long overdue court review of Pentagon practices that circumvent the intent of buy-American laws" enacted by Congress.

Over the years, Burnsky pointed out, the Defense Dept. has signed special agreements with some 50 foreign countries for U.S. purchase of foreign-made defense equipment and parts.

He accused the Pentagon of having established "its own trade policy" that has wasted billions of taxpayers' dollars, driven scores of American firms out of business, and robbed thousands of American workers of their jobs.

The suit was brought by the National Council for Industrial Defense, which contends that by giving competitive advantage to foreign arms merchants, the Pentagon has systematically eroded the economic and military strength of the United States.

In rejecting Defense Dept. efforts to have the case dismissed, Judge Johnson stressed that the labor-management coalition had raised "highly complex legal questions involving a web of statutes and international agreements" that demand court review.

The NCID said that the practical effect of Johnson's decision is to "cast doubt on the validity of all existing Defense Dept. agreements with foreign manufacturers and to place the international arms trade negotiations of the Pentagon's procurement officials under judicial scrutiny."



The Committee for Education Funding awarded Rep. **Gus Hawkins** (D-Calif.) the **James G. O'Hara** Education Leadership Award for his "lifelong commitment in support for the education of our nation's citizens and for outstanding leadership in advocating education as a congressional and national priority."

Kenneth Young, executive assistant to AFL-CIO President **Lane Kirkland,** presented Hawkins with the award at a banquet on Sept. 25. The award, named for the late Rep. James O'Hara, a Michigan Democrat who fought for education funding during his decades in the House, was previously given to Rep. **Jim Wright** (D-Tex.) in 1986, Rep. **Bill Ford** (D-Mich.) in 1987 and Rep. **Thomas P. O'Neill** (D-Mass.) and Sen. **Robert Stafford** (R-Vt.).

Solidarnosc activist **Jacek Kuron** has been appointed as Poland's Minister of Labor. Last May, Kuron briefed the AFL-CIO Executive Council on events in Poland, stressing that free elections and the relegalization of Solidarnosc are "fragile victories" for Poland's workers.

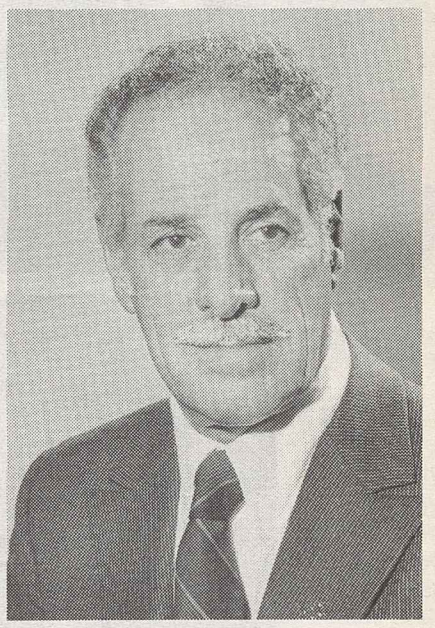
American workers long-time support of the Solidarity labor movement in Poland deserves a share of the credit for "the astounding success" of Solidarnosc, Sen. **Bob Graham** of Florida told an AFL-CIO gathering in Orlando.

The Steelworkers' headquarters in Pittsburgh has named the **I.W. Abel** Building, in honor of a past USWA president. Abel headed the union from 1965 to 1977, after holding the secretary-treasurer post for 13 years. He was a past president of the AFL-CIO Industrial Union Dept. and an AFL-CIO vice president.

DIED: Rowland K. Quinn, who served as executive director of the National Mediation Board for 13 years until his retirement in 1986, died of cancer at his home in Washington. Earlier, he served for 11 years as president of the Flight Attendants.

Wallace J. Legge, a former Inter-American representative to the Postal, Telegraph & Telephone International, died in a Norfolk, Va., hospital. He was 77. Legge, a PTTI representative from 1962 until 1974, had also served as the industrial secretary of the National Postal Transport Association, and assistant secretary-treasurer of a predecessor union to the Postal Workers.

Jack Rubenstein, 81, a former vice president of the New York AFL-CIO and of the Clothing & Textile Workers, died recently in Margate, Fla., of a brain tumor. Rubenstein was an organizer for the national Textile Workers Union in the 1920s, and led strike in 1933 by 20,000 textile dyers and printers in Paterson, N.J. In 1937 he joined the Textile Workers Union of America, predecessor of the ACTWU. He managed the New York Joint board until he retired in 1972.



Peter Bommarito

Peter Bommarito dies, headed Rubber Workers

Akron, Ohio

Peter Bommarito, president of the Rubber Workers from 1968 to 1981, died here of cancer Sept. 25. He was 74.

A member of the AFL-CIO Executive Council for 12 years, Bommarito headed the federation's Community Services Committee and chaired the AFL-CIO Industrial Union Dept.'s Occupational Safety & Health Committee.

He led in the formation of worldwide councils in the rubber and plastics industry and served as a vice president and executive committee member of the International Federation of Chemical, Energy & General Workers' Unions.

In a letter to his widow Dorothy, President Lane Kirkland and Sec.-Treas. Thomas R. Donahue praised Bommarito's commitment to the principle "that men and women have a right to a healthy, safe workplace." They called the former URW president "an outstanding trade unionist whose leadership we admired and whose friendship we cherished."

Bommarito went to work in the industry at the U.S. Rubber (Uniroyal) plant in Detroit in 1939 and a year later was elected a shift committeeman. He served in the Marine Corps in the South Pacific during World War II, and on his return to civilian life immersed himself in union activities.

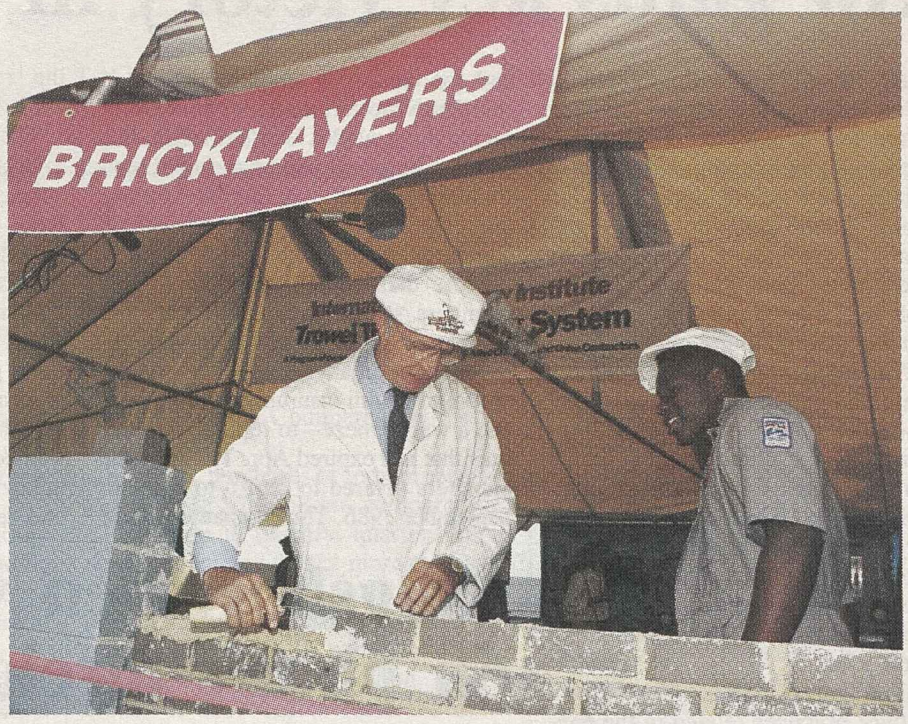
He was elected to his local's executive board in 1948, rising through the leadership ranks to serve as treasurer and then vice president before assuming the presidency of Local 101 in 1957.

He was elected URW international vice president in 1960 and six years later was elected to the union's top post, which he held until 1981.

A funeral mass was held Sept. 28 in St. Martha's Catholic Church followed by burial in Holy Cross Cemetery here.

Job Corps at 25





Unions doing their part





It was born through a partnership of the federal government, organized labor and private industry—a child of President Lyndon Johnson's Great Society blueprint and a key element of the Economic Opportunity Act of 1964. During its 25 years of operations, the Job Corps has assisted some 2 million disadvantaged youth with the help of union instructors and journeymen. Today, the Job Corps operates 106 centers to serve 100,000 youth each year. In marking the 25th anniversary, 200 Job Corps trainees from all parts of the country came to Washington for a five-day festival on the Mall. Participating unions included the Bricklayers, Carpenters, National Maritime Union, Operating Engineers, Painters, Plasterers & Cement Masons, Transportation Communications Union and the UAW. And AFL-CIO Sec.-Treas. Thomas R. Donahue picked up a few how-to-do-it tips on bricklaying during his tour of the festival.

INSIDE

1 ***Special interests win capital gains***

The House bowed to the special interests in giving the wealthy a capital gains tax break, pegging the rate well below the percentage that workers pay.

2 ***Unionists keep up Pittston caravans***

Union members across the U.S. are trekking to Camp Solidarity to support the Mine Workers on strike against Pittston Coal Group.

4 ***Cooperation rebuilds Harley-Davidson***

From a struggling giant overwhelmed by imports eight years ago, union-management cooperation restored Harley-Davidson as "king of the road."

5 ***Case histories prove vast housing need***

Families in the low- and middle-income levels are increasingly having trouble finding adequate housing. Ten workers tell their story of the housing hunt.

8 ***27,000 get raises in new UFCW pacts***

Food & Commerical Workers in the Washington and Baltimore areas won new agreements raising wages by as much as $2 an hour.

9 ***SEIU agreement wins pay equity***

New contracts for 6,000 members of three Service Employees locals in Alameda County, Calif., provided pay equity raises and wage increases.

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Mine Workers complete historic reunion

All major unions back in AFL-CIO

AFL-CIO NEWS

VOLUME 34, NUMBER 21 OCTOBER 14, 1989

By Eugene C. Zack

In an historic action, the AFL-CIO welcomed the United Mine Workers back to the federation, underscoring what President Lane Kirkland called "a further indication of the strong spirit of solidarity that is manifest throughout the entire labor movement."

UMWA President Richard L. Trumka presented Kirkland with a memo that read: "Lane, we affiliate. Rich." Trumka's note reversed the famous "we disaffiliate" note which then Mine Workers President John L. Lewis gave AFL President William Green in 1947.

Announcing the UMWA executive board's decision to return to the house of labor, Trumka emphasized that the action formalizes "our ever-closer working relations with the AFL-CIO and its member unions."

That cooperation has ranged from combined safety and health efforts to joint action in the Shell boycott as part of the battle against the racist regime in South Africa. The solidarity culminated in the mobilization of federation resources in the Mine Workers battle against the attempt by the absentee owners of Pittston Coal Group to bust the UMWA out of its mines.

Related stories, photos on Page 2.

It has been a two-way street, Kirkland emphasized. Miners "have been steadfast in their support for their brothers and sisters at Eastern Air Lines, at the regional telephone companies, at New York City's hospitals, and wherever trade unionists struggle," he said.

The UMWA's return fulfills the mandate given Kirkland by the 1979 AFL-CIO convention when he was first elected president—"to explore avenues for affiliation of those unions outside the federation's ranks."

In his 1979 acceptance speech, Kirkland explained his philosophy this way: "All citizens owe fealty to their country; all workers belong in the unions of their trade or industry; and all true unions belong in the American Federation of Labor and Congress of Industrial Organizations."

In the decade since then, such major unions of the CIO and AFL as the UAW, Teamsters and now the Mine Workers have affiliated, and the federation also has issued the first AFL-CIO charters to the Longshoremen's & Warehousemen's Union, the Locomotive Engineers and the Writers Guild of America, East. The Mine Workers' labor federation history reaches back nearly a century, when the union's founding convention of 1890 voted to join the old AFL.

The UMWA was instrumental in the 1935 formation of the Congress of Industrial Organizations. It left the CIO in 1942, rejoined the AFL in 1946 and disaffiliated a year later.



The famed 1947 note draws the attention of AFL-CIO and UMWA officers. From left are Thomas R. Donahue, Rich Trumka, Lane Kirkland, UMWA Sec.-Treas. John Banovic and Vice President Cecil Roberts.

Eastern workers win Senate vote

First hurdle cleared as cloture vote passes 61-36

By Candice Johnson

Union workers at Eastern Air Lines won a big victory as the Senate voted to cut off debate on a bill that would establish a blue ribbon panel to investigate the seven-month strike.

By a 61-36 margin, the Senate voted to invoke cloture—limiting further debate—and proceed with the legislation.

The measure approved by the House last April, H.R. 1231, would have formed a presidential emergency board—as called for under the Railway Labor Act—to review and help resolve the dispute.

The Senate version—a substitute for H.R. 1231—would create a three-member commission which would investigate the Eastern dispute and other industry concerns. The panel would complete its review and issue recommendations within 45 days.

AFL-CIO President Lane Kirkland applauded the Senate for taking steps to "bring the Eastern Air Lines strike to a fair and equitable conclusion."

"Throughout their seven month strike, Eastern's workers have been denied any access to such a process. The President has refused to accept the recommendation of the National Mediation Board and appoint an emergency panel while the bankruptcy court has demonstrated that it has no interest in protecting people from the ravages of corporate raiding and asset stripping," Kirkland declared.

He called the vote "an important step" in realizing fairness for the Eastern workers and called on the Senate to take action on the legislation.

In addition to examining the Eastern crisis, the panel would review the hiring of scabs and its impact on aviation safety and investigate the concentration of foreign ownership of domestic carriers.

In a mail ballot to 40,000 members, a majority of Air Line Pilots voted to continue the special membership assessment that funds strike benefits for Eastern pilots. Benefits will be paid for another six months, ALPA said.

RWDSU settles with hospitals in New York

New York

The Retail, Wholesale & Dept. Store Union delivered a breakthrough settlement with 56 private hospitals and nursing homes that provides pay gains of 24.6 percent for some 50,000 health care workers over three years.

The agreement ends more than five months of intense negotiations with New York's League of Voluntary Hospitals. A concerted and creative approach to bargaining earned the hospital workers widespread attention and support during the five-month ordeal.

The new contract includes pay raises of 7.5 percent retroactive to July 1, 7.5 percent next year, and 5 percent along with a $500 bonus in the third year.

Local 1199 RWDSU members ratified the agreement by a decisive margin. The contract covers service, maintenance, professional, technical and clerical workers—some that were the among the lowest paid in the New York City area.

Picture on Page 9.

Union and management negotiators bargained down to the wire and reached the breakthrough just hours before an Oct. 4 strike deadline.

RWDSU President Lenore Miller commended Dennis Rivera, the head of the local's 97-member rank-and-file bargaining committee for hammering out the settlement.

"These negotiations won us something more important than money," Rivera said. "They earned us respect. We can walk tall with our heads held high."

The new contract provides a 3.5 percent increase in management payments to the workers' health plan and major improvements in pensions, training and upgrading, child care, vacations, benefits for part-timers and salary adjustments for professional employees and other selected job classifications.

An early break in negotiations came in July when four Catholic hospitals dropped the stand-pat stance of the Hospital League and reached a two-year settlement with the union bringing annual pay raises of 8.5 percent as well as other improvements.

But the league continued to hold its best offer at about 12 percent over three years until the final settlement reached before the strike deadline.

ICFTU tour appalled at Pittston, U.S. law

The eyes of world labor were trained on the Appalachian coalfields, as a team of international union leaders met with American government, management and union leaders to assess the tragedy accompanying the six-month-old strike forced on the Mine Workers by Pittston Coal Group.

Headed by General Sec. John Vanderveken of the International Confederation of Free Trade Unions, the special mission urged legal, political and economic sanctions against Pittston's absentee owners, unless they abandon 19th-century union-busting tactics that have idled 2,000 miners in Virginia, West Virginia and Kentucky.

After briefings in the nation's capital by UMWA President Richard L. Trumka, Sec.-Treas. John Banovic and AFL-CIO Sec.-Treas. Thomas R. Donahue, the ICFTU team flew to Greenwich, Conn., for a face-to-face meeting with Paul Douglas Jr., Pittston's chief executive officer.

From Connecticut, the delegation flew to southwestern Virginia for a first-hand look at the picketlines, where Pittston's heavily armed, private paramilitary force has terrorized strikers at gunpoint, and where Virginia State Police have arrested more than 2,500 peaceful demonstrators.

Later, the foreign union leaders attended a giant rally with UMWA members and supporters to underscore the solidarity of world labor with the striking miners, their families and retirees who are paying the price for Pittston's reneging on its pension commitments.

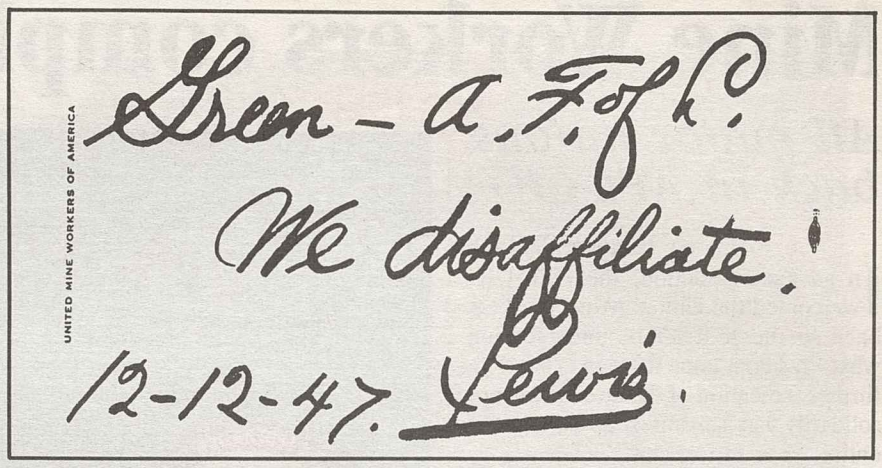
Back in Washington, the ICFTU group met with Labor Sec. Elizabeth Dole, who announced her plans to go to the Virginia mines the following day.

At a press conference, Vanderveken announced the ICFTU would file a complaint with the International Labor Organization based on U.S. violations of ILO Conventions on freedom of association (Convention 87) and the right to organize and collective bargaining (Convention 98).

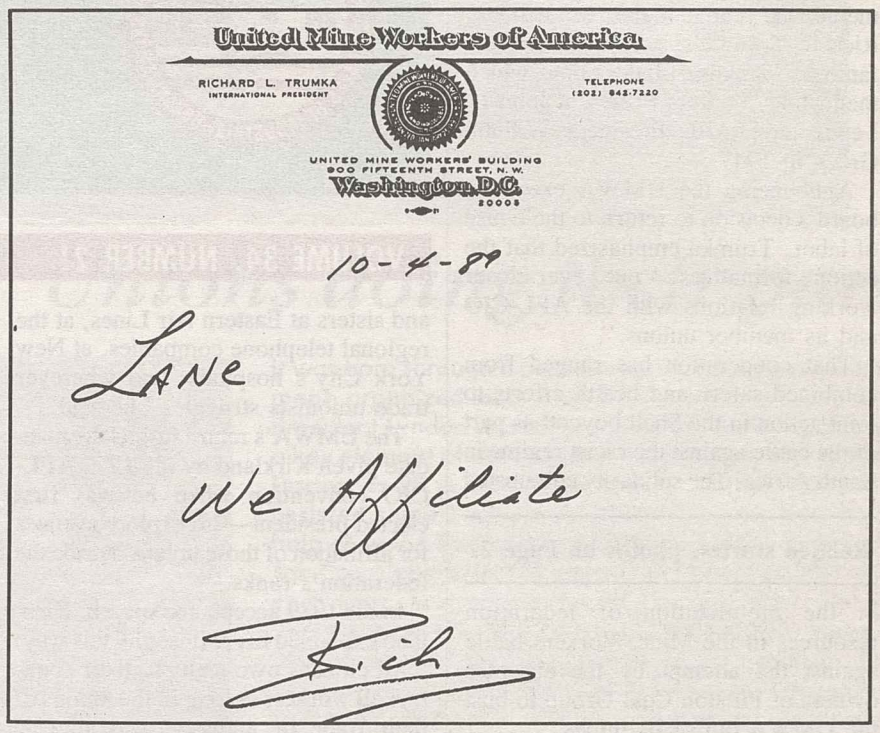
General Sec. Peter Michalzik of the Miners International Federation expressed dismay at being followed and photographed by Virginia police while at the coal fields—and this in the United States, not one of the nations with notoriously repressive governments.

Vanderveken stressed the group's feeling that government treatment of the UMWA has not been neutral and said the wider question "we have to ask ourselves is if it is possible under the United States labor legislation for this to go on, then there must a something wrong with the legislation."

Joining Vanderveken and Michalzik on the delegation were General Sec. Marcello Malentacchi of the International Metal-worker Federation, Director Jerzy Milewski of the Solidarnosc Coordinating Office Abroad, and Nigel Harris, British Trades Union Congress.



UMWA President John L. Lewis's 1947 note to AFL President William Green.



UMWA President Richard Trumka's 1989 message to Lane Kirkland.

A decade of success in mergers, affiliations

1979: Upon election as AFL-CIO President, Lane Kirkland says to the convention "I take special note of your injunction to explore anew the affiliation of those organizations outside our ranks."

Total AFL-CIO unions: 103

1980: The Railway Supervisors merge with Railway, & Airline Clerks (BRAC); the Jewelry Workers merge with Service Employees (SEIU).

Total AFL-CIO unions: 101

1981: The UAW reaffiliates July 1. The Barbers merge with the Food and Commercial Workers (UFCW) and the Aluminum Workers join with Brick and Clay Workers to form Aluminum, Brick and Clay Workers.

Total AFL-CIO unions: 100

1982: The Glass Bottle Blowers join with Pottery Workers to form Glass, Pottery, Plastics and Allied Workers; Aluminum, Brick and Clay joins with Glass and Ceramic Workers to form Aluminum, Brick and Glass Workers.

Total AFL-CIO unions: 98

1983: Granite cutters and Tile and Marble merge to form Tile, Marble, Terrazzo, Finishers, Shopworkers and Granite Cutters; Graphic Arts merges with Printing and Graphic Communications to form Graphic Communications International Union (GCIU); Hatter, Cap and Millinery Workers merge with Clothing and Textile Workers (ACTWU) and Insurance Workers merge with UFCW.

Total AFL-CIO unions: 95

1984: The Association of Flight Attendants (AFA) receives an AFL-CIO charter; Cement, Lime, Gypsum merges with Boilermakers; the National Union of Hospital and Health Care Employees receive an AFL-CIO charter.

Total AFL-CIO unions: 96

1985: The Upholsterers merge with Steelworkers (USWA); the Railroad Yardmasters merge with United Transportation Union (UTU).

Total AFL-CIO unions: 94

1986: The Railway Carmen merge with BRAC; the Furniture Workers merge with Electronic Workers (IUE); UTU disaffiliates; the Telegraph Workers merge with Communications Workers (CWA).

Total AFL-CIO Unions: 90

1987: The International Brotherhood of Teamsters (IBT) reaffiliates on November 1; the Typographical Union (ITU) merges with the Communications Workers.

Total AFL-CIO Unions: 90

1988: The International Longshoremen's and Warehousemen's Union affiliates in August; the Glass Workers merge with the Molders to form the Glass, Molders, Pottery, Plastics and Allied Workers; the National Maritime Union merges with the Marine Engineers (MEBA); the Shipbuilders merge with the Machinists (IAM); the Tile and Granite Cutters merge with the Carpenters.

Total AFL-CIO unions: 86

1989: The Brotherhood of Locomotive Engineers and the Writer's Guild East receive their first AFL-CIO charters; the UTU reaffiliates; the United Mine Workers (UMWA) affiliates October 1.

Total AFL-CIO unions: 90

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LEGISLATION

House rejects change, passes child care bill

As part of its budget reconciliation package, the House approved a labor-supported child care package that would expand community care and education programs and set quality standards for centers.

The House voted to retain the Early Childhood Education & Development Act—H.R. 3—by a 230-195 vote, defeating a proposal by Rep. Charles Stenholm (D-Tex.) that would have eliminated requirements for inspections and quality standards in child care centers and provisions that care providers receive appropriate training. The Stenholm measure also would have reduced funds for child care programs.

The House measure—reported by the Education & Labor Committee—will go to conference to reconcile differences with the Senate version, the Act for Better Child Care, which was adopted in June.

AFL-CIO Sec.-Treas. Thomas R. Donahue called the congressional action "good news for America's working parents" with affordable child care taking "a significant step forward."

"Few issues before the 101st Congress will mean as much to working families as child care legislation—and few issues will be as important to our nation's future as adequate nurturing of our future generations," he said. Donahue urged Congress to agree on a final version "which retains the three essentials of quality child care—affordability, access and safety."

By a 285-140 vote, the House also rejected a Bush Administration proposal that would provide only limited tax credits for families and would make no effort to improve the quality and availability of day care options.

Also rejected was a proposal by the House Ways & Means Committee that would have incorporated increased funds for child care in block grants.

The adopted measure authorizes $1.75 billion for child care services through expanded Head Start programs, the establishment of early childhood education and before- and after-school programs and development of programs for children up to age 13 through community-based and other providers.

Senators urged to resist capital gains tax loophole

As the Senate continued work on its budget reconciliation package, AFL-CIO legislative director Robert McGlotten wrote to senators on labor's concerns on tax, pension and other provisions.

McGlotten urged that the fairness of the 1986 tax reforms be maintained. He called on senators to reject the Bush Administration's tax break for the wealthy through a reduction in the capital gains tax and urged support for a proposal by Sen. Lloyd Bentsen (D-Tex.) that would expand the benefits of Individual Retirement Accounts for working and middle-income families.

Earlier, the House swayed under special interest pressure and cut the capital gains tax rate from 28 percent to 19.6 percent for the next 27 months.

McGlotten also urged support for provisions that would curb the abuses of pension plan termination-reversions, by setting restrictions on the use of assets following a fund termination. If employers are permitted to transfer "excess" assets, the AFL-CIO believes those funds should only be used for health benefits for retirees and pension plan participants, McGlotten stressed.

In other action, the House voted to repeal expanded Medicare benefits for catastrophic health care by an overwhelming 360-66 vote. A labor-supported proposal by Reps. Fortney H. "Pete" Stark and Henry Waxman (D-Calif.) was defeated 269-156. The substitute proposal would have abolished the surtax—paid by Medicare recipients and determined by a sliding income scale—and retained the drug, home-care and some other benefits.

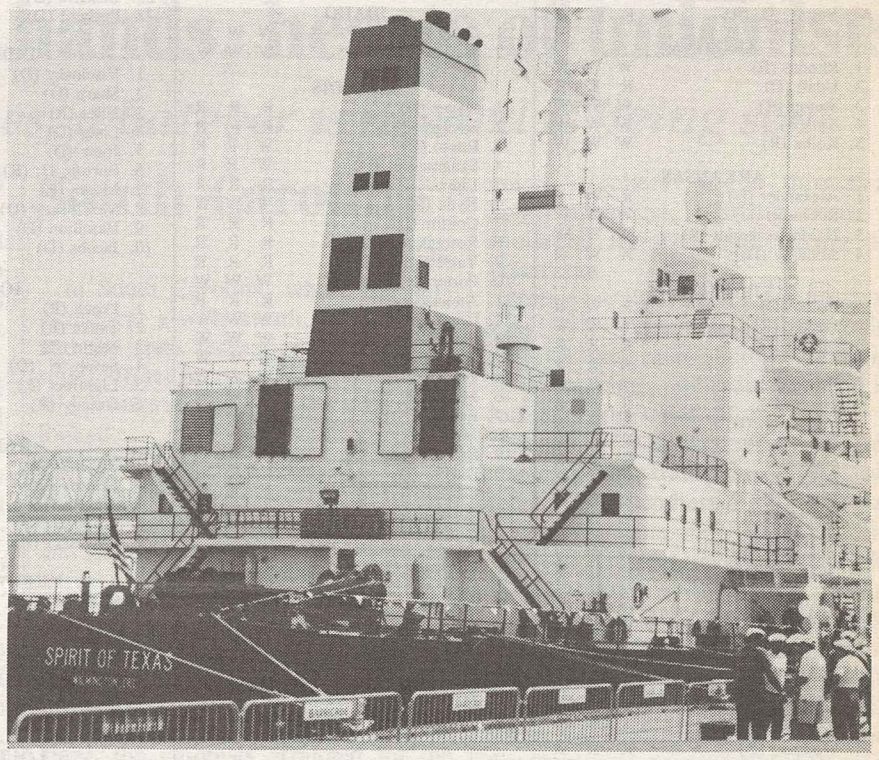
- Negotiations to renew steel voluntary restraint agreements are continuing, despite the Senate's failure to renew the agreed-to import levels by an Oct. 1, deadline. The House approved a Bush Administration measure to extend the program for another 30 months while negotiations continue.

Under the program, steel imports from 29 countries are held to 17-20 percent of the U.S. market. Tentative agreements have been reached with most eastern European nations and China, while talks are continuing with the five largest suppliers—Japan, South Korea, Mexico, the European Community and Brazil. Those countries accoutn for 87 percent of all steel imported under the VRAs.

- The Senate Labor & Human Resources Committee will begin an investigation into the five-month-long strike by Mine Workers at Pittston Coal Group.

A report issued in July by the majority staff of the House Education & Labor Committee raised some questions about the "apparent discrepancy in how the legal system is working." The staff report noted a "highly effective government response to charges of misconduct on the part of striking miners," while union charges of illegal conduct by Pittston have not yet been considered.

The National Labor Relations Board has set an Oct. 23 hearing date for the first round of unfair labor practice charges made by the union.



The Spirit of Texas loading in New Orleans.

Seafarers head to Poland with 11,500 tons of grain

The Solidarity movement in Poland is again being aided by the American trade union movement—this time by the shipload.

Early this month the Spirit of Texas, a U.S. flag vessel, left a port in New Orleans bound for Gdansk, loaded with 11,500 metric tons of sorghum seed grain.

Congressional representatives Lindy Boggs and Robert Livingston, top officers from the maritime unions and other leaders bid bon voyage at an afternoon ceremony.

"Today, as merchant seamen on the vessel carrying the first food aid to Poland, we also salute Solidarity and the people of Poland for their courage, their teancity and their commitment to a democratic process," said Thomas Glidewell, vice president of the Seafarers.

The grain was grown by American farmers and the program is part of the American aid program to Poland announced by President George Bush on his trip to Eastern Europe earlier this year.

The ship is expected to arrive in Gdansk around October 26.

When the ship is met by Solidarity leaders, they will be presented with a letter from Seafarers President Michael Sacco to Lech Walesa.

"We are proud of the role the democratic Polish trade union movement, under your leadership, in making this expression of our relationship possible" is the message from the SIU president to the Polish free trade union leader.

The Seafarers will also give much needed dictaphones to the Solidarity activists.

The program is sponsored by Falcon Shipping, operators of the Spirit of Texas and District 2 Marine Engineers Beneficial Association and the SIU.

Change blood rule, unions tell OSHA

Unions called on the Occupational Safety & Health Administration to strengthen its proposed standard on blood-borne infectious diseases to reduce the risks faced by hundreds of thousands of workers on the job.

Service Employees President John J. Sweeney, testifying before OSHA, suggested a number of changes in the proposed rule, and urged Labor Sec. Elizabeth Dole to honor the commitment made by her predecessor, Ann McLaughlin, that the agency would produce a final standard by the end of 1989.

The OSHA proposal came as a response to a September 1986 petition by SEIU, AFSCME, and the Teachers for an emergency standard covering blood-borne diseases. In 1987, OSHA rejected the petition and began the lengthy rulemaking process.

Sweeney pointed out that OSHA estimates 12,000 to 18,000 health care workers are infected by hepatitis B each year, with several hundred dying from the disease. He charged that hospitals have been using scare tactics over costs to deflect attention from the "overwhelming need for a permanent standard."

AFSCME President Gerald W. McEntee said that OSHA failed to give adequate weight to two studies that show a more significant risk among health care workers exposed to the AIDS virus. The lifetime risk of contracting AIDS due to multiple needlesticks would be one in 100, according to one study, and there is a 50 percent probability that at least one worker in many large urban medical centers would become infected with the AIDS virus over a four-year period.

SEIU member Alice Donovan, a licensed practical nurse from Pennsylvania, urged OSHA to require hospitals to provides specific training to all departments, free vaccines and adequate equipment. "We are on the eve of a devastating epidemic," she said.

SEIU District 1199E-DC President Robert Moore agreed and pointed out that needlestick injuries among health care workers can be reduced by using self-sheathing needles and by making more needle disposal boxes available.

House votes on pension, child care, capital gains

***Vote No. I:** By a 250-173 margin, the House voted to strike a labor-supported amendment from its budget reconciliation package that would have given workers equal representation with management on the boards of single-employer pension plans. A vote supporting the Visclosky amendment is Right (R).*

***Vote No. II:** The House rejected the labor-supported substitute in place of the Bush Administration's capital gains tax cut, a loophole for the wealthy. In the 190-239 rejection, a vote for the substitute is a Right (R) vote against the capital gains loophole.*

***Vote No. III:** In a labor victory, the House rejected an effort to cut funds and eliminate quality standards for child care programs by a 230-195 vote. A vote for labor-supported child care legislation in the budget reconciliation package is a Right (R) vote.*

	I	II	III
ALABAMA			
1. Callahan (R)	W	W	W
2. Dickinson (R)	W	W	W
3. Browder (D)	W	W	W
4. Bevill (D)	W	R	W
5. Flippo (D)	W	W	W
6. Erdreich (D)	W	W	W
7. Harris (D)	W	W	W
ALASKA			
AL Young, D. (R)	R	W	W
ARIZONA			
1. Rhodes (R)	W	W	W
2. Udall (D)	R	R	R
3. Stump (R)	W	W	W
4. Kyl (R)	W	W	W
5. Kolbe (R)	W	W	W
ARKANSAS			
1. Alexander (D)	R	W	R
2. Robinson (D)	W	W	W
3. Hammerschmidt (R)	W	W	W
4. Anthony (D)	A	W	R
CALIFORNIA			
1. Bosco (D)	R	W	R
2. Herger (R)	W	W	W
3. Matsui (D)	R	R	R
4. Fazio (D)	R	R	R
5. Pelosi (D)	R	R	R
6. Boxer (D)	R	R	R
7. Miller, G. (D)	R	R	R
8. Dellums (D)	R	R	R
9. Stark (D)	R	R	R
10. Edwards, D. (D)	R	R	R
11. Lantos (D)	R	R	R
12. Campbell (R)	W	W	W
13. Mineta (D)	R	W	R
14. Shumway (R)	W	W	W
15. Condit (D)	R	R	R
16. Panetta (D)	R	R	R
17. Pashayan (R)	R	W	W
18. Lehman, R. (D)	R	R	R
19. Lagomarsino (R)	W	W	W
20. Thomas, W. (R)	W	W	W
21. Gallegly (R)	W	W	W
22. Moorhead (R)	W	W	W
23. Beilenson (D)	R	R	R
24. Waxman (D)	R	R	R
25. Roybal (D)	R	R	R
26. Berman (D)	R	R	R
27. Levine (D)	R	R	R
28. Dixon (D)	R	R	R
29. Hawkins (D)	R	R	R
30. Martinez (D)	R	W	R
31. Dymally (D)	R	R	R
32. Anderson (D)	R	W	R
33. Dreier (R)	W	W	W
34. Torres (D)	R	R	R
35. Lewis, J. (R)	W	W	W
36. Brown, G. (D)	R	R	R
37. McCandless (R)	A	W	W
38. Dornan (R)	W	W	W
39. Dannemeyer (R)	W	W	W
40. Cox (R)	W	W	W
41. Lowery (R)	W	W	W
42. Rohrabacher (D)	W	W	W
43. Packard (R)	W	W	W
44. Bates (D)	R	R	R
45. Hunter (R)	W	W	W
COLORADO			
1. Schroeder (D)	R	R	R
2. Skaggs (D)	W	R	R
3. Campbell (D)	R	W	R
4. Brown, H. (R)	W	W	W
5. Hefley (R)	W	W	W
6. Schaefer (R)	W	W	W
CONNECTICUT			
1. Kennelly (D)	W	R	R
2. Gejdenson (D)	R	R	R
3. Morrison, B. (D)	R	R	R
4. Shays (R)	W	W	R
5. Rowland, J. G. (R)	W	W	W
6. Johnson (R)	W	W	W
DELAWARE			
AL Carper (D)	R	R	R
FLORIDA			
1. Hutto (D)	W	W	W
2. Grant (D)	W	W	W
3. Bennett (D)	R	R	W
4. James (R)	W	W	W
5. McCollum (R)	W	W	W
6. Stearns (R)	W	W	W
7. Gibbons (D)	W	R	R
8. Young, C. (R)	W	W	W
9. Bilirakis (R)	W	W	W
10. Ireland (R)	W	W	W
11. Nelson (D)	W	R	R
12. Lewis, T. (R)	W	W	W
13. Goss (R)	W	W	W
14. Johnston (D)	W	R	R
15. Shaw (R)	W	W	W
16. Smith, L. (D)	R	R	R
17. Lehman, W. (D)	R	R	R
18. Ros-Lehtinen (R)	W	W	W
19. Fascell (D)	R	R	R
GEORGIA			
1. Thomas, L. (D)	W	W	W
2. Hatcher (D)	W	W	W
3. Ray (D)	W	W	W
4. Jones (R)	W	W	W
5. Lewis (D)	R	R	R
6. Gingrich (R)	W	W	W
7. Darden (D)	W	W	W
8. Rowland (D)	W	W	W
9. Jenkins (D)	W	W	R
10. Barnard (D)	W	W	W
HAWAII			
1. Saiki (R)	W	W	R
2. Akaka (D)	R	R	R
IDAHO			
1. Craig (R)	W	W	W
2. Stallings (D)	W	W	W
ILLINOIS			
1. Hayes (D)	R	R	R
2. Savage (D)	R	R	R
3. Russo (D)	W	R	R
4. Sangmeister (D)	W	R	R
5. Lipinski (D)	R	R	R
6. Hyde (R)	W	W	W
7. Collins (D)	R	R	R
8. Rostenkowski (D)	R	R	R
9. Yates (D)	R	R	R
10. Porter (R)	W	W	W
11. Annunzio (D)	R	R	R
12. Crane, P. (R)	W	W	W
13. Fawell (R)	W	W	W
14. Hastert (R)	W	W	W
15. Madigan (R)	W	W	W
16. Martin, L. (R)	W	W	W
17. Evans, L. (D)	R	R	R
18. Michel (R)	W	W	W
19. Bruce (D)	R	R	R
20. Durbin (D)	R	R	R
21. Costello (D)	R	R	R
22. Poshard (D)	R	R	R
INDIANA			
1. Visclosky (D)	R	R	R
2. Sharp (D)	R	R	R
3. Hiler (R)	W	W	W
4. Long (D)	R	W	R
5. Jontz (D)	R	R	R
6. Burton, D. (R)	W	W	W
7. Myers (R)	W	W	W
8. McCloskey (D)	R	R	R
9. Hamilton (D)	W	R	R
10. Jacobs (D)	R	W	R
IOWA			
1. Leach (R)	W	W	R
2. Tauke (R)	W	W	W
3. Nagle (D)	R	R	R
4. Smith, N. (D)	R	W	R
5. Lightfoot (R)	W	W	W
6. Grandy (R)	W	W	W
KANSAS			
1. Roberts (R)	W	W	W
2. Slattery (D)	W	R	W
3. Meyers (R)	W	W	W
KENTUCKY			
1. Hubbard (D)	W	W	W
2. Natcher (D)	W	W	R
3. Mazzoli (D)	W	W	R
4. Bunning (R)	W	W	W
5. Rogers (R)	W	W	W
6. Hopkins (R)	W	W	W
7. Perkins (D)	R	W	R
LOUISIANA			
1. Livingston (R)	W	W	W
2. Boggs (D)	W	R	R
3. Tauzin (D)	W	W	W
4. McCrery (R)	W	W	W
5. Huckaby (D)	W	W	W
6. Baker (R)	W	W	W
7. Hayes (D)	W	W	R
8. Holloway (R)	W	W	W
MAINE			
1. Brennan (D)	R	R	R
2. Snowe (R)	W	W	R
MARYLAND			
1. Dyson (D)	R	W	R
2. Bentley (R)	W	W	W
3. Cardin (D)	R	R	R
4. McMillen (D)	R	W	R
5. Hoyer (D)	R	R	R
6. Byron (D)	W	W	W
7. Mfume (D)	R	R	R
8. Morella (R)	W	W	R
MASSACHUSETTS			
1. Conte (R)	R	W	R
2. Neal (D)	R	R	R
3. Early (D)	W	W	R
4. Frank (D)	R	R	R
5. Atkins (D)	R	R	R
6. Mavroules (D)	R	R	R
7. Markey (D)	R	R	R
8. Kennedy (D)	R	R	R
9. Moakley (D)	A	R	R
10. Studds (D)	R	R	R
11. Donnelly (D)	R	R	R
MICHIGAN			
1. Conyers (D)	R	R	R
2. Pursell (R)	W	W	W
3. Wolpe (D)	R	R	R
4. Upton (R)	W	W	W
5. Henry (R)	W	W	W
6. Carr (D)	R	W	R
7. Kildee (D)	R	R	R
8. Traxler (D)	R	R	A
9. Vander Jagt (R)	W	W	W
10. Schuette (R)	W	W	W
11. Davis (R)	R	W	R
12. Bonior (D)	R	R	R
13. Crockett (D)	R	R	R
14. Hertel (D)	R	R	R
15. Ford, W. (D)	R	R	R
16. Dingell (D)	R	R	R
17. Levin (D)	R	R	R
18. Broomfield (R)	W	W	W
MINNESOTA			
1. Penny (D)	R	R	W
2. Weber (R)	W	W	W
3. Frenzel (R)	W	W	W
4. Vento (D)	R	R	R
5. Sabo (D)	R	R	R
6. Sikorski (D)	R	R	R
7. Stangeland (R)	W	W	W
8. Oberstar (D)	R	R	R
MISSISSIPPI			
1. Whitten (D)	W	W	R
2. Espy (D)	R	R	R
3. Montgomery (D)	W	W	W
4. Parker (D)	W	W	W
5. Vacancy			
MISSOURI			
1. Clay (D)	R	R	R
2. Buechner (R)	W	W	W
3. Gephardt (D)	R	R	R
4. Skelton (D)	W	W	W
5. Wheat (D)	R	R	R
6. Coleman, E. (R)	W	W	W
7. Hancock (R)	W	W	W
8. Emerson (R)	W	W	W
9. Volkmer (D)	R	R	R
MONTANA			
1. Williams, P. (D)	R	R	R
2. Marlenee (R)	W	W	W
NEBRASKA			
1. Bereuter (R)	W	R	W
2. Hoagland (D)	R	R	R
3. Smith, V. (R)	W	W	W
NEVADA			
1. Bilbray (D)	W	R	R
2. Vucanovich (R)	W	W	W
NEW HAMPSHIRE			
1. Smith, R. (R)	W	W	W
2. Douglas (R)	W	W	W
NEW JERSEY			
1. Florio (D)	A	A	A
2. Hughes (D)	W	R	W
3. Pallone (D)	R	R	R
4. Smith, C. (R)	R	W	W
5. Roukema (R)	W	W	R
6. Dwyer (D)	R	R	R
7. Rinaldo (R)	R	W	R
8. Roe (D)	R	W	R
9. Torricelli (D)	R	R	R
10. Payne (D)	R	R	R
11. Gallo (R)	W	W	W
12. Courter (R)	A	W	A
13. Saxton (R)	W	W	W
14. Guarini (D)	W	R	R
NEW MEXICO			
1. Schiff (R)	W	W	W
2. Skeen (R)	W	W	W
3. Richardson (D)	W	R	R
NEW YORK			
1. Hochbrueckner (D)	R	R	R
2. Downey (D)	R	R	R
3. Mrazek (D)	R	W	R
4. Lent (R)	W	W	W
5. McGrath (R)	W	W	W
6. Flake (D)	R	R	R
7. Ackerman (D)	R	R	R
8. Scheuer (D)	R	R	A
9. Manton (D)	R	R	R
10. Schumer (D)	R	R	R
11. Towns (D)	R	R	R
12. Owens (D)	R	R	R
13. Solarz (D)	R	R	R
14. Molinari (R)	W	W	W
15. Green (R)	W	W	W
16. Rangel (D)	R	R	R
17. Weiss (D)	R	R	R
18. Garcia (D)	A	A	A
19. Engel (D)	R	R	R
20. Lowey (D)	R	R	R
21. Fish (R)	W	W	R
22. Gilman (R)	R	W	R
23. McNulty (D)	R	R	R
24. Solomon (R)	W	W	W
25. Boehlert (R)	W	W	R
26. Martin, D. (R)	W	W	W
27. Walsh (R)	W	W	W
28. McHugh (D)	R	R	R
29. Horton (R)	R	W	R
30. Slaughter (D)	R	R	R
31. Paxon (R)	W	W	W
32. LaFalce (D)	W	R	R
33. Nowak (D)	R	R	R
34. Houghton (R)	W	W	W
NORTH CAROLINA			
1. Jones, W. (D)	W	R	R
2. Valentine (D)	W	R	R
3. Lancaster (D)	W	R	W
4. Price (D)	W	R	R
5. Neal (D)	W	R	R
6. Coble (R)	W	W	W
7. Rose (D)	W	R	R
8. Hefner (D)	W	R	R
9. McMillan (R)	W	W	W
10. Ballenger (R)	W	W	W
11. Clarke (D)	R	W	R
NORTH DAKOTA			
AL Dorgan (D)	W	R	R
OHIO			
1. Luken (D)	R	W	R
2. Gradison (R)	W	W	W
3. Hall, T. (D)	W	R	R
4. Oxley (R)	W	W	W
5. Gillmor (R)	W	W	W
6. McEwen (R)	W	W	W
7. DeWine (R)	W	W	W
8. Lukens (R)	W	W	W
9. Kaptur (D)	R	R	P
10. Miller, C. (R)	W	W	W
11. Eckart (D)	R	R	R
12. Kasich (R)	W	W	W
13. Pease (D)	R	R	R
14. Sawyer (D)	R	R	R
15. Wylie (R)	W	W	W
16. Regula (R)	W	W	W
17. Traficant (D)	R	R	R
18. Applegate (D)	W	R	R
19. Feighan (D)	R	R	R
20. Oakar (D)	R	R	R
21. Stokes (D)	R	R	R
OKLAHOMA			
1. Inhofe (R)	W	W	W
2. Synar (D)	R	R	R
3. Watkins (D)	W	W	W
4. McCurdy (D)	W	R	W
5. Edwards, M. (R)	W	W	W
6. English (D)	W	W	W
OREGON			
1. AuCoin (D)	R	R	R
2. Smith, R. (R)	W	W	W
3. Wyden (D)	R	W	R
4. DeFazio (D)	R	R	R
5. Smith, D. (R)	W	W	W
PENNSYLVANIA			
1. Foglietta (D)	R	R	R
2. Gray (D)	R	R	R
3. Borski (D)	W	R	R
4. Kolter (D)	R	R	R
5. Schulze (R)	W	W	W
6. Yatron (D)	A	A	A
7. Weldon (R)	W	W	W
8. Kostmayer (D)	W	R	R
9. Shuster (R)	W	W	W
10. McDade (R)	W	W	W
11. Kanjorski (D)	R	R	R
12. Murtha (D)	R	R	R
13. Coughlin (R)	W	W	W
14. Coyne (D)	R	R	R
15. Ritter (R)	W	W	W
16. Walker (R)	W	W	W
17. Gekas (R)	W	W	W
18. Walgren (D)	R	R	R
19. Goodling (R)	W	W	W
20. Gaydos (D)	R	R	R
21. Ridge (R)	W	W	W
22. Murphy (D)	R	R	R
23. Clinger (R)	W	W	W
RHODE ISLAND			
1. Machtley (R)	R	W	R
2. Schneider (R)	W	W	R
SOUTH CAROLINA			
1. Ravenel (R)	W	W	W
2. Spence (R)	W	W	W
3. Derrick (D)	W	W	W
4. Patterson (D)	W	W	W
5. Spratt (D)	W	R	R
6. Tallon (D)	W	W	R
SOUTH DAKOTA			
AL Johnson (D)	R	R	R
TENNESSEE			
1. Quillen (R)	W	W	W
2. Duncan (R)	W	W	W
3. Lloyd (D)	A	W	W
4. Cooper (D)	W	R	R
5. Clement (D)	W	R	R
6. Gordon (D)	W	R	R
7. Sundquist (R)	W	W	W
8. Tanner (D)	W	W	R
9. Ford, H. (D)	R	R	R
TEXAS			
1. Chapman (D)	W	R	R
2. Wilson (D)	R	W	R
3. Bartlett (R)	W	W	W
4. Hall, R. (D)	W	W	W
5. Bryant (D)	R	R	R
6. Barton (R)	W	W	W
7. Archer (R)	W	W	W
8. Fields (R)	W	W	W
9. Brooks (D)	W	W	R
10. Pickle (D)	W	W	R
11. Leath (D)	W	W	W
12. Geren (D)	W	W	R
13. Sarpalius (D)	W	R	W
14. Laughlin (D)	W	W	R
15. De la Garza (D)	A	R	R
16. Coleman, R. (D)	W	R	R
17. Stenholm (D)	W	R	W
18. Vacancy			
19. Combest (R)	W	W	W
20. Gonzalez (D)	R	R	R
21. Smith, L. (R)	W	W	W
22. DeLay (R)	W	W	W
23. Bustamante (D)	R	R	R
24. Frost (D)	W	R	R
25. Andrews, M. (D)	W	W	R
26. Armey (R)	W	W	W
27. Ortiz (D)	W	W	R
UTAH			
1. Hansen, J. (R)	W	W	W
2. Owens (D)	R	W	R
3. Nielson (R)	W	W	W
VERMONT			
AL Smith (R)	W	W	R
VIRGINIA			
1. Bateman (R)	W	W	W
2. Pickett (D)	W	W	R
3. Bliley (R)	W	W	W
4. Sisisky (D)	W	R	R
5. Payne (D)	W	W	W
6. Olin (D)	W	R	R
7. Slaughter (R)	W	W	W
8. Parris (R)	W	W	W
9. Boucher (D)	R	R	R
10. Wolf (R)	W	W	W
WASHINGTON			
1. Miller, J. (R)	W	W	W
2. Swift (D)	R	R	R
3. Unsoeld (D)	R	R	R
4. Morrison, S. (R)	W	W	W
5. Foley (D)	Speaker		
6. Dicks (D)	R	R	R
7. McDermott (D)	R	R	R
8. Chandler (R)	W	W	W
WEST VIRGINIA			
1. Mollohan (D)	W	R	R
2. Staggers (D)	W	R	R
3. Wise (D)	R	R	R
4. Rahall (D)	R	R	R
WISCONSIN			
1. Aspin (D)	R	R	R
2. Kastenmeier (D)	R	R	R
3. Gunderson (R)	W	W	W
4. Kleczka (D)	R	R	R
5. Moody (D)	R	R	R
6. Petri (R)	W	W	W
7. Obey (D)	R	R	R
8. Roth (R)	W	W	W
9. Sensenbrenner (R)	W	W	W
WYOMING			
AL Thomas (R)	W	W	W





Young families seek out cool water. Right, Chiro Hernandez of HERE Local 610 stacks supplies.

AFL-CIO creates fund to aid Hugo victims

The AFL-CIO has established a relief program to aid victims of Hurricane Hugo with a $10,000 contribution each to the South Carolina and Puerto Rico state federation relief efforts.

Donations have been received from unions and individuals, including Transportation Communications Union, New York Labor Council for Latin American Advancement, and state federations.

Contributions may be made to the Hurricane Hugo Relief Fund or the South Carolina AFL-CIO Emergency Assistance Fund and sent to the AFL-CIO, Room 703, 815 16th St., N.W., Washington, D.C.

Hugo victims get helping hands, hearts of unionists

From food to tractors to chain saws, whatever is needed is being sent

By Candice Johnson

In the wake of Hurricane Hugo, the AFL-CIO's national community services network and state AFL-CIOs joined forces to fortify relief efforts in Puerto Rico, the Virgin Islands and South Carolina.

And affiliated unions pitched in with immediate assistance—UAW members cleared yards full of debris, Communications Workers collected food, Teamsters distributed supplies and building trades workers pitched in on building repairs.

Puerto Rico

San Juan

In Puerto Rico, Longshoremen's Local 1575 donated headquarters and warehouse space, transportation, parking and other facilities to house the Red Cross headquarters—a donation of more than $20,000 a month. The ILA local also played a leading role in supporting relief efforts in the Virgin Islands, said ILA local president Guillermo Ortiz.

The move to ILA Local 1575 headquarters was a welcome change for Red Cross relief workers after they worked out of tight quarters that lacked water, sanitary facilities and sometimes electricity.

State AFL-CIO President Jose Cadiz said the labor body had temporarily moved its offices to the ILA hall headquarters to better coordinate relief efforts. Cadiz, who also serves as secretary-treasurer of Teamsters Local 901, had trucks rolling almost immediately, "transporting bulk supplies, providing water and assisting the Red Cross in its warehouse."

Cadiz said many union members lost their homes and thousands more are without paychecks as scores of companies are still not operating.

Sec.-Treas. Valentin "Chiro" Hernandez of Hotel Employees & Restaurant Employees Local 610 said the union movement was mobilized "right after the hurricane hit." Most of the storm damage occurred in the eastern end of the island, outside the city of San Juan. There, homeless families double up in school rooms and wonder "where will we go from here."

"We had a meeting of all union leaders and divided the affected areas into sections. Teams of local union members visited those areas, checking on what was needed for children and families," Hernandez said. Then the union crews went to the warehouse for supplies and made them available to needy families.

Union teams also surveyed the Red Cross shelters and feeding centers "to see what supplies and equipment was needed, and delivered those," Cadiz added.

Families waited patiently in the Red Cross center where interviewers and counselors see more than 100 people a day and a mobile wagon distributes baby needs, water, juice and sometimes ice. Most will be without electricity for months. As many as 40,000 persons were affected by the storm, with 12,000 homes destroyed, the Red Cross said.

A relief effort spearheaded by the Postal Workers brought five tons of food to Puerto Rico, with supplies also slated for St. Croix and St. Thomas. APWU President Moe Biller arrived with stores of generators, chain saws, food and batteries, to be distributed to needy residents through the post offices. The APWU contributed $20,000 to the hurricane relief effort and is seeking donations from locals.

In the islands—particularly St. Croix where 95 percent of all homes were destroyed—Steelworkers Vice President Leon Lynch said the union established distribution centers to aid Red Cross efforts. Relief programs there are hampered by widespread damage to phone and utility lines with estimates that electricity will not be restored for at least six months.

The post office was closed, churches and schools destroyed, Lynch said, while residents waited in long lines for everything. Some refineries began calling union members back to work, so at least some families will be receiving a paycheck, he noted.

The USWA also is aiding residents in filing their applications for disaster relief funds, Lynch said.

South Carolina

Columbia

In South Carolina, where the hurricane cut a wide swath, local unions and the state federation are focusing relief efforts on rural and poorer areas which otherwise might have been overlooked.

A call from Clothing & Textile Workers in Andrews, S.C., alerted State AFL-CIO President G.O. Smoak and labor community services representatives to the fact that Red Cross aid was not reaching the town of 4,000.

After meeting with James Johnson, who heads the ACTWU South Carolina Coastal Joint Board, and Anthony Coles, president of ACTWU Local 1900, the unionists arranged for the mayor to provide an old gymnasium, where kitchen facilities were brought in for hot food distribution. Bulk supplies—including clothing, baby formula, food, roofing supplies, water mattresses and other goods—were distributed from the ACTWU hall and food and goods were trucked in by Davis Self, president of the South Carolina Building & Construction Trades Council, and other unionists.

Learning that a garment shop that employed 80 Ladies' Garment Workers in rural Bishopville was destroyed, the State AFL-CIO and community services team met with county disaster officials stocking a food and clothing distribution center at the middle school Although the county is about 100 miles from the coast, it was devastated by the storm. Nearly 2,500 homes were completely destroyed or made unliveable—out of a county population of 20,000—and many didn't have electricity or water three weeks later.

The State AFL-CIO is surveying union members' needs throughout South Carolina, alerting them to available services and asking for volunteers.

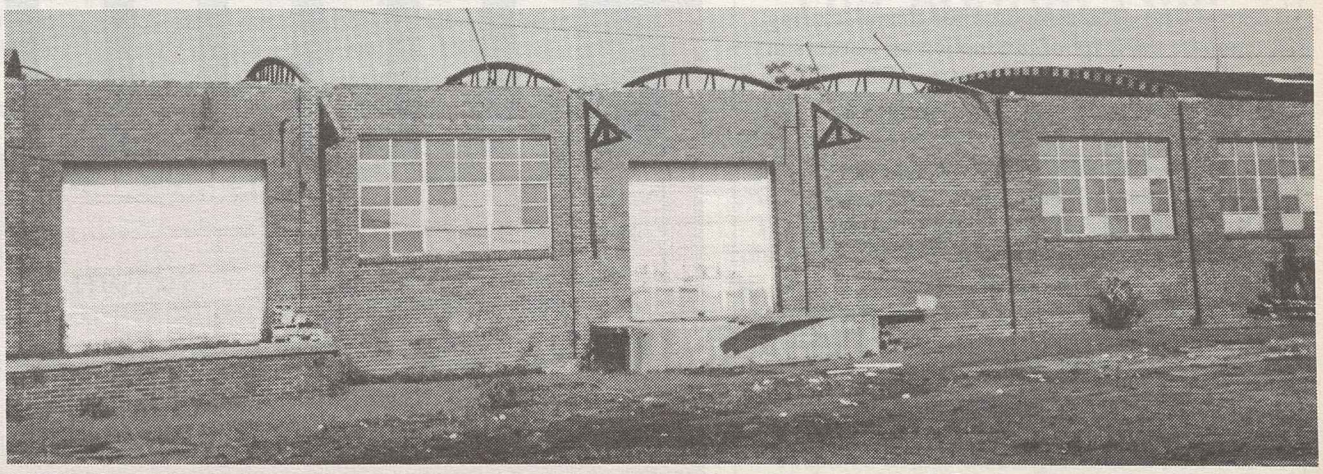
Public service announcements sponsored by the state federation are being aired on local radio stations to provide union members and residents with information on relief efforts.

The UAW is lining up tractors to help residents move trailers and clear yards, retired IBT members are driving supply trucks, vans and Red Cross units and Iron Workers Local 601 is housing homeless families in Charleston.

CWA locals are collecting food while State APWU President Charles Bush is coordinating distribution of food and needed goods from post offices. ILA Local 1422 also is overseeing food distribution. A crew of 20 UAW members cleared yards and debris for elderly and poor residents in Camden while crews from CWA and APWU used chain saws on homes and projects in Charleston and Manning.

A contingent of Mine Workers—from the Pittston picket lines in Virginia—arrived to help clear away debris in McClellanville while Machinists volunteered to clear areas with chain saws. Members of UMW Local 7154 in Jasper. Ala.,—who have been on strike nearly a year—also joined in relief efforts, loading and distributing Red Cross supplies.

And unions from along the east coast also are responding to the call for help. Fire Fighters Local 793 sent trucks filled with emergency supplies from Maine and Florida union members are participating in special blood drives. Truckloads of food from the Midwest are headed for the Metal Trades Council at the Navy shipyard, the Harvest food bank, local union halls and other distribution centers.



ILGWU plant in Bishopville, S.C. was battered by the storm.

FOCUS

United States provides best buy in labor

America's workers are the world's most productive . . . but they no longer are the highest paid

The United States has an advantage over other nations in natural resources, technology, and a large domestic market for its goods. But the ability of other nations to manage their economies and promote their exports with a variety of policies has often enabled them to gain a competitive edge.

Job security and an adequate standard of living depends on the ability of American industries to compete with imports in U.S. markets and to export U.S. goods to other nations.

To be competitive the United States must counter the damaging unfair trade practices of other nations and adopt policies to keep the economy healthy and growing. A healthy, growing economy with low interest rates provides the best environment for productivity growth, investment, research and development and other factors that affect competitiveness.

Labor costs are often singled out as the factor affecting competitiveness. Labor costs are affected by productivity, wages, and exchange rates. Comparing U.S. labor costs with those of other countries shows that high wages in the United States are not the major or sole problem in competitiveness.

Productivity

Today, the United States still leads other industrialized nations in productivity, according to the Bureau of Labor Statistics figures on Gross Domestic Product per employed person. These figures are arrived at by taking the total output of goods and services of a nation and dividing by the number of jobholders.

The BLS figures show that the average French worker produced 86 percent as much as the American worker in 1988, while German workers produced only 81 percent as much. Production by workers in Britain and Japan were only 72 percent of the level of the American worker, and Korean workers were well behind at 40 percent.

There are no official figures for manufacturing that compare the level of production of workers in the United States and other countries. The official productivity data for manufacturing show the percent change in productivity from year to year.

Comparisons of productivity changes can be misleading. A country where workers produce less than U.S. workers can have higher productivity growth. That country may be catching up, but not outperforming the United States.

Productivity growth in U.S. manufacturing achieved a respectable 3.3 percent average yearly rate for the 1979-88 period according to BLS. That's about average for the industrialized countries. America's 3.3 percent yearly rate was higher than France's 3.1 percent, Sweden's 3.0 percent, Germany's 2.6 percent and Canada's 2.2 percent yearly average. Japan, Britain, and Italy had growth rates higher than the United States. Japan's productivity growth rate was 5.8 percent per year from 1979-88. Productivity in Britain grew 4.7 percent per year and Italy 4.1 percent.

Wages and Benefits

Wage and benefit (compensation) comparisons with other countries show that U.S. workers are no longer the highest paid in the world. Workers' wages and benefits in some industrial nations have caught and surpassed those of U.S. workers.

Hourly wages and benefits in manufacturing are now much higher in Germany, Sweden and several other European countries. German workers were paid 30 percent more than U.S. workers in 1988, and Swedish workers 21 percent more.

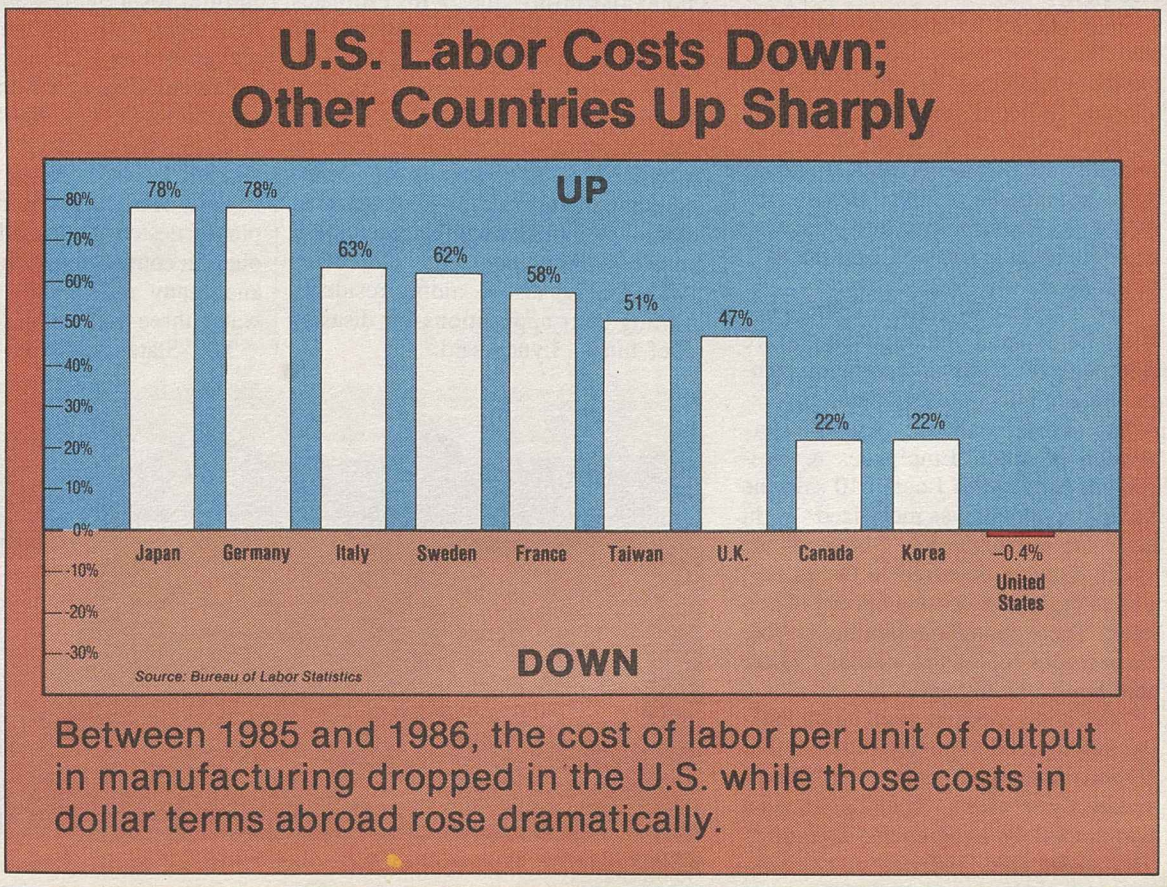
The high wages in Sweden and Germany and their success in international competition demonstrates that high wages do not have to be a disadvantage in competitiveness. Sweden and Germany are very successful in international trade with exports much larger than their imports.

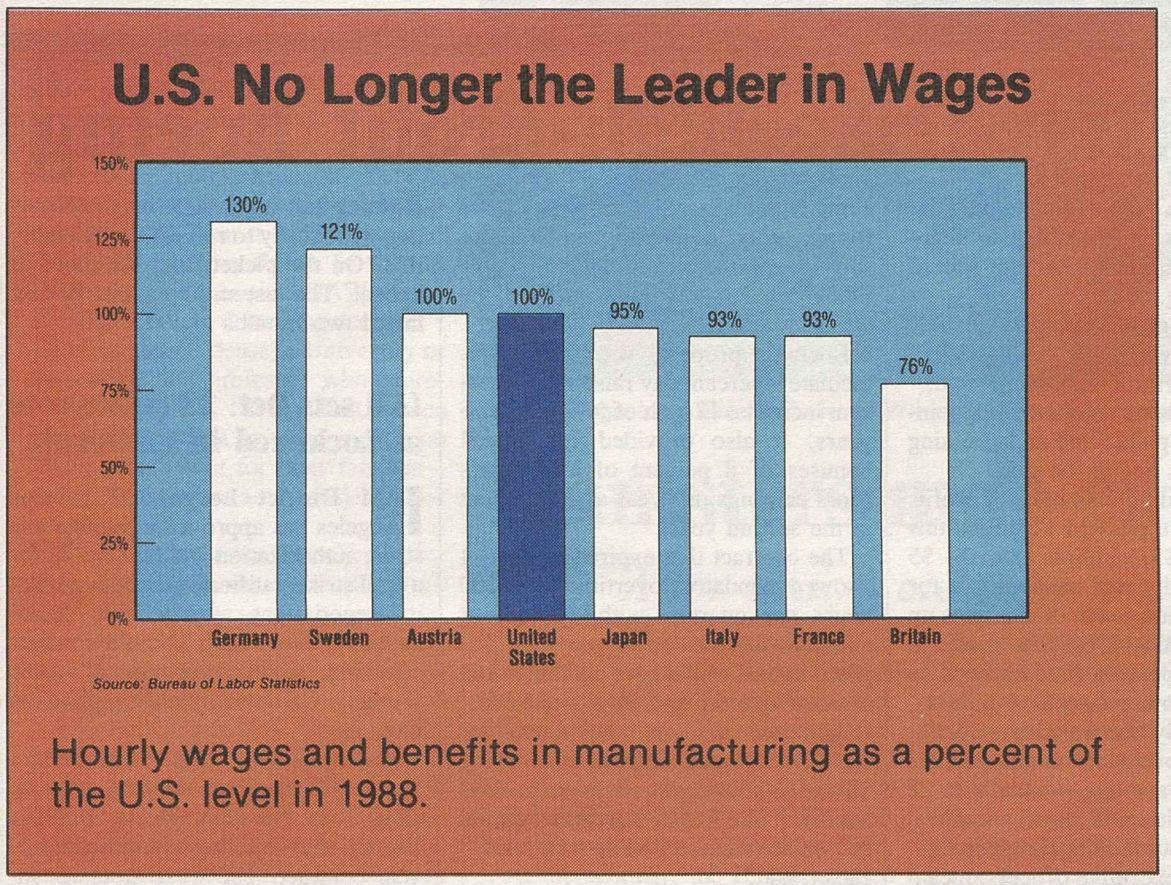
Manufacturing workers in Austria received compensation equal to U.S. workers. Wages and benefits in Japan were 95 percent of the U.S. level in 1988. The difference between Japanese and U.S. wages and benefits is too small to have a major impact on competitiveness.

In contrast to wages in developed nations, manufacturing wages and benefits in Asia, Latin America and other parts of the developing world remain far below the U.S. level. In 1988, Korean and Taiwanese compensation was less than 20 percent of the U.S. level. In Latin America, wages and benefits in Brazil and Mexico were at 11 and 12 percent of those of U.S workers in 1987. While low wages do not help many developing countries, in fact most of the poorer countries have trade deficits, the export success of countries such as Korea, Taiwan, Brazil and Mexico is based in part on their low wages.

Wages and benefits, measured in each country's own currency, have been rising much more slowly in the U.S. than in competing nations. From 1985 to 1988, manufacturing wages and benefits rose 10 percent in the United States. The U.S. increase was less than half the 23 percent increase in Sweden and Britain, and much less than the 18 percent increase in Italy. Wages and benefits rose 14 percent in France and 13 percent in Germany and Japan.

U.S. wage and benefit increases in manufactur-





Hourly wages and benefits in manufacturing as a percent of the U.S. level in 1988.

Unit labor costs soar in major industrialized countries, except for the United States

ing were lower than productivity increases in the three years from 1985-88. That means that the labor cost of producing manufactured goods in the United States went down. The only other country of the 14 tracked by the BLS that had productivity greater than wage and benefit increases was Japan. On average, countries had wage and benefit rises 7 percent greater than their productivity growth which contributed to their faster rising labor costs in manufacturing.

American workers were the only workers in manufacturing, among the industrialized countries, that suffered a loss in buying power in the three years from 1985 to 1988. Real hourly wages and benefits, that is hourly wages and benefits corrected for the rise in consumer prices, dropped 0.2 percent while real wages and benefits rose 12 percent in Germany and Japan, 9 percent in Britain, 8 percent in Sweden and 5 percent in France.

The buying power of U.S. manufacturing workers rose much slower in the longer period 1979-88 than the buying power of workers in other industrialized nations. U.S workers' real wages and benefits rose only 0.5 percent from 1979-88 compared to a 24 percent increase in Germany, a 22 percent rise in Britain, a 21 percent rise in Japan and France, 11 percent in Italy, 8 percent in Canada and 7 percent in Sweden.

Unit Labor Costs

The increase in unit labor costs for manufactured goods is often used to judge the competitive performance of a nation's industries.

Unit labor cost is the share of the cost of production of a unit of manufacturing output that is made up of labor costs. Unit labor cost comparisons are collected for 14 countries by the Bureau of Labor Statistics. As with productivity, percent changes from year to year are available, but there are no reliable numbers comparing the level of unit labor costs by country.

A country's competitive advantage is affected if its unit labor costs are rising faster than the unit labor costs of competing nations. The non-labor cost per unit of output is important also. Such factors as interest rates, rate of capital investment, research and development, and level of production all affect unit costs. Data for unit non-labor costs for the United States are limited, and no data are available for country by country comparisons.

Unit labor costs are not the same as wage increases. A wage increase does not raise unit labor cost if productivity has gone up as well. The rise in unit labor cost is the wage increase minus the increase in productivity.

Unit labor costs in other nations are published in terms of their own currency. The BLS then converts the numbers to dollars using exchange rates. The dollar value of a nation's unit labor cost is the important measure for judging the effect of labor cost changes on U.S. competitiveness.

Unit labor costs have risen slower in the United States than in most competing developed nations due to three factors:

- Exchange rate changes.
- Higher wage increase in most of the major competing nations.
- The rate of productivity change.

The change in unit labor costs has been especially favorable to the United States since the value of the dollar began to fall in 1985, but even in the longer period from 1979 to 1988, unit labor costs rose slower in the United States.

U.S. Costs Down

From 1985 to 1988, unit labor costs for United States manufactured goods fell 0.4 percent, while unit labor costs of products produced by major competitors rose an enormous amount. Japan and Germany had a unit labor cost rise of 78 percent from 1985 to 1988. Italy's unit labor costs rose 63 percent, Sweden's 62 percent, Britain's 47 percent, and Canada's 22 percent.

The newly developed Asian countries of Taiwan and South Korea also show much faster growth in unit labor costs for their manufactured products in the 1985-88 period. Taiwan's unit labor costs increased 51 percent from 1985 to 1988, while South Korea went up 22 percent compared to the slight drop in the U.S. unit labor cost.

In the longer period, 19798-88, which goes back before the dollar began a steep rise in value, and before the trade deficit appeared in manufacturing, U.S. labor costs still show a slower rise than other major industrialized nations. Labor costs per unit of output in manufacturing have risen more slowly in the U.S. than in Japan, Germany, Italy, France, or Britain. The 21 percent unit labor cost rise in the U.S. is much smaller than the 55 percent rise in Japan and the 33 percent rise in Germany and Italy. The increases in France and Britain were also higher at 28 percent in each of these countries.

For Taiwan, unit labor costs rose 96 percent from 1979 to 1988, much faster than the United States, but Korea's unit labor costs showed a rise of just 9 percent.

The exchange rate is a critical determinant of prices and costs for exports and imports. A rise in the value of the dollar means Americans can buy more with the dollars they exchange, and a fall in the value of the dollar means they receive a smaller amount of the foreign currency and can buy less.

The change in the value of the dollar raises the cost of labor in other countries. Thus, a fall in the value of the dollar can affect relative wage increases as well as relative changes in unit labor costs.

The effect of exchange rates on unit labor costs was dramatic in the 1985-88 period. The fall in the value of the dollar was the major factor creating the enormous rise in unit labor costs in other nations, while unit labor costs in the United States fell slightly. Increases in wages and benefits and productivity played a much smaller role.

In Germany, for example, unit labor costs rose 6 percent because worker compensation grew 6 percent faster than productivity. Germany's unit labor cost rose an additional 72 percent because of the change in the value of the dollar for a total 78 percent rise.

In Japan from 1985 to 1988, productivity rose faster than worker compensation which had a downward effect on unit labor costs, but because of an 86 percent change in the exchange rate of the dollar for the Yen, Japan's unit labor costs went up 78 percent.

For the longer period 1979-88, the more rapid rise in wages and benefits in other countries was the cause of the more rapid increase in unit labor costs outside the U.S. in that period exchange rates, in general, moderated the increase in compensation in other countries.

For example, from 1979-88 France's compensation costs outstripped productivity pushing up unit labor costs 79 percent. The simultaneous rise in the value of the dollar pushed in the opposite direction giving a total unit labor cost rise of 28 percent.

The Bottom Line

The combination of respectable U.S. productivity increases, moderate wage increases, and favorable exchange rate changes have resulted in much smaller growth in manufacturing labor costs in the United States than in competing nations.

The smaller unit labor cost rise has improved the competitive position since 1979. The improvement has been very strong since 1985.

The improved position of the United States in terms of labor costs shows that the high wages of the American worker are not the cause of problems that U.S. products have in competing with foreign goods.

—Prepared by Bill Cunningham, AFL-CIO Dept. of Economic Research

57,000 Machinists strike high-profit Boeing

Seattle

More than 57,000 Machinists in at least seven states struck the Boeing Co. on Oct. 4, after overwhelmingly rejecting a proposed three-year contract that fell short of what the IAM members asked in wages, pension benefits and a reduction in mandatory overtime.

The bulk of the striking Boeing workers are in Washington at plants in Everett, Renton, Auburn, Seattle, Kent and Bellevue and in Portland. Other plants are in Hawaii, California, Kansas and Oklahoma, the union said.

The strike vote was taken in Seattle's Kingdome stadium where members made clear their displeasure with the share of the economic pie offered up by Boeing, the world's largest aerospace company. They cheered IAM Vice President Justin Ostro when he said, "There is no good time to strike; only a right time to strike."

No new talks have been scheduled, said IAM District Lodge 751 President Tom Baker. "We have repeatedly told the company we are willing to bargain, provided there is something to negotiate." Bargaining for a new accord began on Aug. 5.

The Washington State AFL-CIO and its affiliates have pledged to "dig deep" to come up with a "hardship fund," Baker said. Those unions will be joining us on the picket line and planning for rallies has begun, he said.

Boeing is riding on a crest of profits that could have reached $1 billion this year. It has $3.2 billion in cash, $5 billion in equity and back orders for about $80 billion worth of airplanes up through the mid-1990s. The assets in the workers' pension fund exceeds its liabilities by more than $1.4 billion.

Consequently, the workers are pressing for improvements in the pension benefits. The average worker with 28 years of service will draw an annual pension of about $8,400, the union said. Boeing's top executive officers, meanwhile, will get about $215,000 a year in benefits from the fund.

The Boeing employees have bumped along with no increase in the pay scale for six years, accepting instead lump-sum payments and prepaid cost-of-living adjustments for some of the years.

Boeing's proposal was for an immediate 4 percent pay raise with 3 percent increases in each of following two years. It also provided for annual bonuses of 8 percent of a worker's gross earnings this year and 3 percent in the second year.

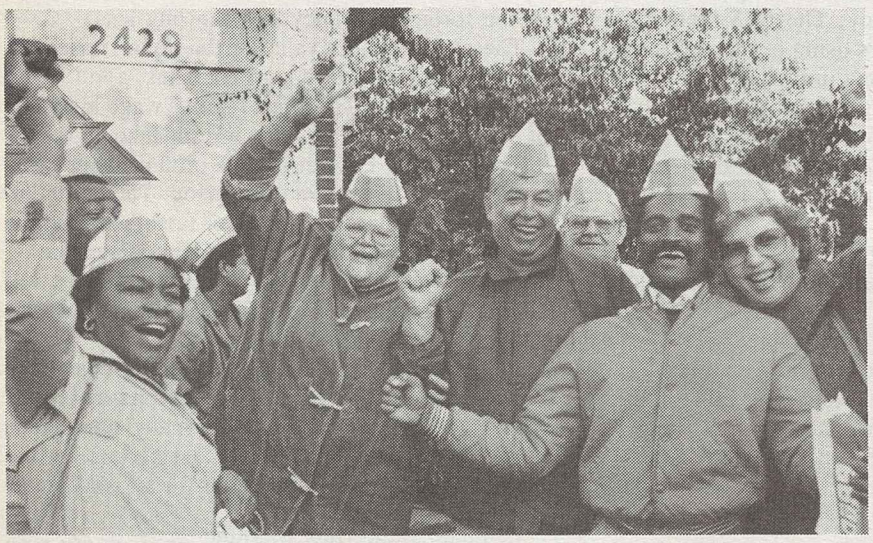
The contract that expired on Oct. 4 allowed mandatory overtime up to 200 hours per quarter, with up to four straight weekends on the job. The proposed accord would have cut that to 160 hours a quarter and three weekends. Baker said it's not uncommon for members at some shops to be working 10- to 12-hour days, six to seven days a week. "We feel that overtime should be voluntary and at double-time rates," Baker said.

The strike has all but shut down Boeing operations. Supervisors with a few other workers are finishing up the cleaning and other tasks on the planes that were ready to roll off the assembly line. On the picket line, the mood is upbeat. The last strike against Boeing lasted two months in 1977.

IAM sets Oct. 22 strike vote at Lockheed in California

IAM District Lodge 727 in Los Angeles has approved a preliminary strike authorization and set Oct. 22 for a dual strike/ratification vote as part of its negotiations at Lockheed Aeronautical System Co. The old contract covering 6,200 workers at three southern California plants expired on Oct. 1.

And in Horicon, Wis., IAM District Lodge 873 members went on strike on Oct. 1 at the John Deere Horicon Works, after rejecting a proposed three-year contract. The work stoppage involves about 950 workers at the plant, which produces lawn and grounds care equipment.



Contract Yes

Celebrating a major contract breakthrough are members of the Retail, Wholesale & Dept. Store Union's Local 1199 at the Long Island Jewish Medical Center. The three-year accord will bring 50,000 health care workers pay gains of 24.6 percent at hospitals and nursing homes in the New York City area. (Story on Page 1.)

NYNEX strike goes into 11th week

Some 60,000 employees of NYNEX—members of the Communications Workers and Electrical Workers—are entering their 11th week on strike, while 42,000 CWA members at Pacific Telesis are staying on the job after having rejected the company's last offer.

Bargaining talks at NYNEX, a regional Bell operating company, were broken off by the unions on Oct. 11 after it became clear the company was not budging from its demand that the workers begin paying a portion of their health insurance costs.

The CWA, IBEW and NYNEX have agreed to enter into mediation in an effort to resolve the contract dispute. In a joint announcement, the parties said they acknowledge "that it is in the best interest of employees and customers to bring the strike to a conclusion as quickly as possible."

In Massachusetts, where 12,000 IBEW members work at NYNEX's New England Telephone Co., the state Dept. of Employment & Training ruled that the strikers are no longer entitled to jobless benefits.

On Sept. 13, the agency authorized payment of the benefits, saying that firm's operations had not been substantially affected by the strike. The union has appealed the cutoff. Strikers in other New England states are not getting benefits, while those in New York became automatically began receiving jobless pay after eight weeks.

At Pacific Telesis, the workers rejected the tentative agreement and have begun meeting with the company to bargain stronger job security language.

CWA members at Ohio Bell, one of five subsidiaries of Ameritech, ratified a new three-year agreement by a 3-1 margin. The contract covers 10,100 workers and provides a 3 percent lump-sum signing bonus and 2 percent pay raise immediately, followed by a 2.5 percent in August 1990 and 3 percent a year later. Pension benefits will increase 13 percent and health coverage for early detection of diseases and well-child care was expanded.

Union Privilege to unveil unique money market fund

Union Privilege Benefit Programs will introduce a new service in December that should help union members earn more on their savings.

The money market deposit account is designed to provide a higher rate of return than normally available through passbook, statement savings or NOW accounts.

"This new program's goal is to help members who keep their savings in these lower yielding vehicles improve their earnings," Union Privilege President David Silberman said.

The new service—Union Rate Insured Savings Account—is the sixth cost-saving benefit provided by Union Privilege. The other five are:

- Union Privilege MasterCard—A program that has saved 2 million members and their families $150 million with reduced finances charges.
- Legal Service—With attorneys in 715 participating offices across the country who handle simple legal matters at no cost and more complex issues at discount rates.
- Life Insurance—Supplemental term life coverage with more than $1 billion in policies issued.
- Travel Service—Gives members reduced rates on air fares, hotels and car rentals.
- Health Needs Service—For members and their families without full health insurance coverage, brings prescription drugs and other medications at lower costs.

A variable rate of return on the account is designed to be equal to or above the average of money market deposit account rates offered by the top 100 banks across the country.

"That means members can be confident that this new Union Privilege program will offer a solid and secure return on their savings," Silberman said. "And as balances in the account grow, greater returns are possible."

The account will allow members to have access to their funds and make six pre-authorized withdrawals per month, three by check, with no minimum amounts or charges. Unlimited withdrawals may be made by mail.

A 24-hour, toll-free line for information on yields, account balances and most recent transactions will be available. There is also a special toll-free customer service line.

The program is offered in conjunction with Prudential Mutual Fund Services.

To assure that the program can accommodate all union members who wish to participate, the primary bank where deposits will be held is State Street Bank of Boston, the largest holder of mutual fund assets in the United States. Deposits will also be made to union-owned banks which elect to participate.

Pilots agreement covers Northwest, Republic

St. Paul, Minn.

The Air Line Pilots' two Master Executive Councils at Northwest Air Lines separately ratified a 54-month contract covering 5,200 ALPA members. For the first time, the agreement covers pilots from both Northwest and Republic Air Lines, which merged in 1986.

The settlement provides for an average first year wage increase of 9.3 percent plus 4 percent raises in the following three contract years. The contract also equalizes wages of Republic and Northwest pilots and adds a "B" salary scale for new hires who will earn full salaries after five years on the job.

Other improvements include a no-layoff clause which prohibits Northwest from furloughing pilots before 1995.

Just ban women, court says of job hazard to mothers

Chicago

A federal appellate court has upheld a corporate blanket policy barring women of child-bearing age from certain hazardous work, regardless of their individual circumstances.

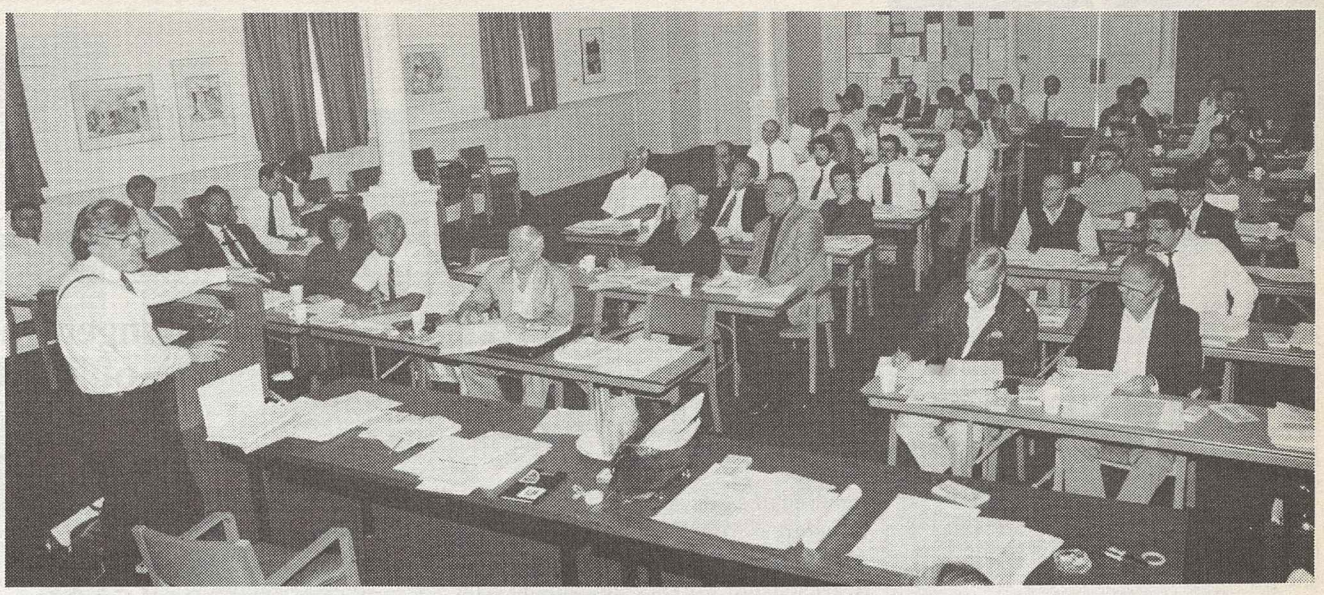
The class-action sex discrimination suit was filed against the Milwaukee-based Johnson Controls Inc. by a group of female employees and UAW locals.

''This is a very disturbing decision,'' said Carin Ann Clauss, a University of Wisconsin law professor who represented the UAW. ''It says that women are not competent to make a decision about what's best for their families—that those decisions are to made by their employers.''

She pointed out that the policy effectively bars all women of working age from these higher-paying industrial jobs, even if they have finished raising their families or have no intentions of having children.

The 7th Circuit U.S. Court of Appeals, in a 7-4 decision, upheld a lower court ruling in favor of the so-called fetal protection policy of Johnson Controls which bars female employees of child-bearing age from certain work in its battery manufacturing plants.

In a minority opinion, Judge Frank Easterbrook estimated that some 15 million to 20 million industrial jobs could be closed to women. He noted that one of the women was 50 years old and divorced, but excluded from work under the company's policy.



AFL-CIO Organizing Director Richard Wilson conducts seminar for IBT leaders and members from USAir.

Teamsters map campaign at USAir

After union election win, board rewrites rules

The Teamsters' airline division held its first day-long organizing seminar at the George Meany Center for Labor Studies, focusing on its prolonged confrontation with the ever-changing USAir, where the IBT has been the bargaining agent for some 4,500 fleet service workers since December 1988.

At the seminar, the IBT developed plans for a nationwide campaign to again win representation rights for the 8,400 fleet service workers—baggage, catering and freight handlers—at the merged USAir/Piedmont airline. The AFL-CIO Dept. of Organization & Field Services and the Organizing Institute aided in the training.

The seminar was attended by about 70 persons from the IBT's international staff, airline division, local union leaders and representatives of rank-and-file committees at USAir.

William F. Genoese, director of IBT's airline division, said USAir refused to bargain with the union after it won the December 1988 balloting. Instead, the carrier used every avenue—either legal or through the use of consultants—to block unionization.

The airline told the National Mediation Board that Piedmont's fleet service was larger than USAir's, and that IBT should be required to win a new representation election for the whole unit. But USAir included the names of Piedmont supervisors and others that didn't belong on the unit list, he said.

On Aug. 4, 1989, one day before USAir completed its merger with Piedmont, the NMB ordered a new representation election. The union has asked the NMB to reconsider the decision in the wake of repeated captive audience meetings.

Genoese said that management feels the fleet service workers are unskilled employees who don't deserve union wages and benefits. ''With all the mergers going on in the industry, these workers know they can't survive without a union,'' Genoese said.

HUD proves folly of contracting out, PED says

The contracting-out of public services at all government levels was the focus of the AFL-CIO Public Employee Dept.'s 15th anniversary convention. Delegates participated in workshops aimed at combating governmental decisions allowing the privatization of work done by public employees.

''It's a myth that contracting-out is cheaper and more efficient,'' PED President Al Bilik said. '''We need only look at the mess at HUD (U.S. Dept. of Housing & Urban Development). American taxpayers will fork out billions of wasted dollars as a result of contracting out many of the services previously done by public employees to well-connected developers and politicians.''

The PED presented its first annual Golden Trough Award to Emanuel S. Savas, the former HUD official who set up the policy of contracting-out HUD projects, thereby creating the conditions for mismanagement, fraud and abuse now under congressional scrutiny. Mismanagement of HUD under the Reagan Administration will cost the taxpayers an estimated $6.7 billion, according to the agency.

AFL-CIO Sec.-Treas. Thomas R. Donahue told delegates from the PED's 33 affiliates that '''evidence abounds that both the quality and the delivery of essential public services have suffered when they've been contracted out to the private sector.'' Further, he said, the regular government employees then have to clean up the problems caused by contracting-out.

He noted that while the PED affiliates are among the fastest-growing and most active segments of the labor movement, 4 million public workers are still denied the right to bargain collectively because 24 states lack bargaining laws.

Seven workshops on how to fight privatization were held covering seven occupational areas—social and professional services, public works and utilities, education, transportation, health care, emergency services, and communications.

The department introduced a 141-page manual on how to combat contracting-out, ''America...Not for Sale.'' The manual, written to aid local public employee unions in preventing privatization of public services, highlights legislative and contractual strategies and has a guide to increasing public awareness of the pitfalls of privatization. It includes profiles of 14 private-sector contractors.

Jack Miller, national director of Government Services for Peat, Marwick Main & Co., told the convention that '''employees must be involved in decision-making because they are closest to the work and consequently have the best suggestions.''

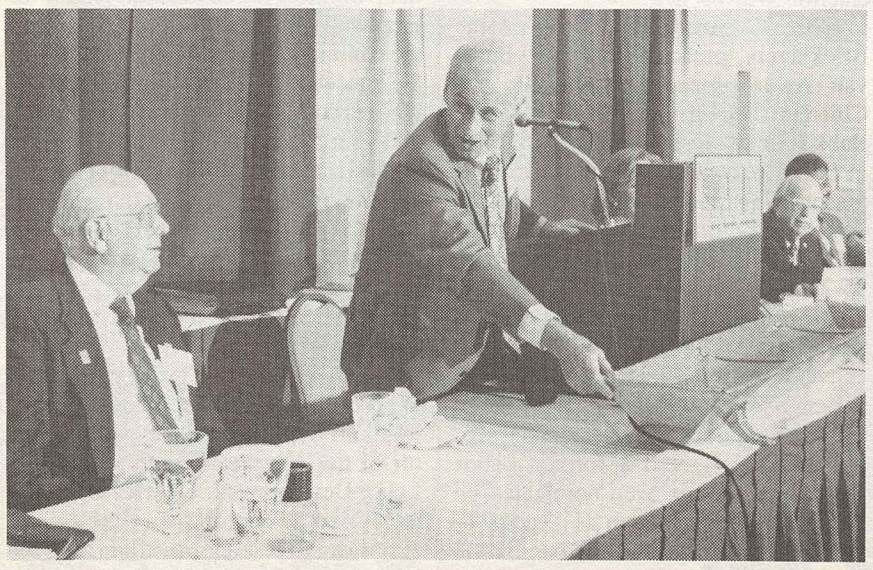
Miller's firm once belonged to the Privatization Council, but it now views labor-management cooperation as more cost effective than privatizing.

Lt. Gov. Marlene Johnson of Minnesota urged union members to keep children's issues at the top of their agenda as ''the conscience of America,'' to push for on-site child care at work places, and find ways to become advocates for children in both collective and personal ways.

In other action, Bilik and Sec.-Treas. John Leyden were unanimously re-elected to two-year terms as were eight executive vice presidents. For the state/local sector, they are: AFSCME President Gerald W. McEntee, Teachers President Albert Shanker, Service Employees President John J. Sweeney and Fire Fighters President Alfred K. Whitehead.

For the federal sector, they are: Postal Workers President Moe Biller, Laborers President Angelo Fosco, Letter Carriers President Vincent R. Sombrotto and Government Employees President John N. Sturdivant.

The PED also opposes any Constitutional amendments that would invalidate the Supreme Court's Garcia decision that extended the Fair Labor Standards Act coverage to state and local public workers.



PED President Al Bilik points to Golden Trough Award. With him is Postal Workers President Moe Biller, left, former PED President Howard McClennan and AFGE President John Sturdivant.

Criminal job safety charges upheld

The Supreme Court refused to review a landmark Illinois case that allows criminal charges against employers who knowingly expose their employees to toxic chemicals and other hazards.

The high court's decision will likely affect prosecutions in other states in cases where corporate policies can be directly tied to workplace conditions that harm workers.

The case that was turned down involved five officials of the Chicago Magnet Wire Corp. charged in 1984 with allowing hazardous conditions that caused serious injuries to more than 40 employees.

The indictments were dismissed in 1985 but reinstated last February following the ruling by the Illinois Supreme Court.

The case was appealed to the U.S. Supreme Court by the company, along with the U.S. Chamber of Commerce, National Association of Manufacturers, Chicago Association of Commerce & Industry, Illinois Manufacturers Association and the Illinois Retail Merchants Association.

Data

Trade sanctions pressed against seven countries

Worker rights violations are so prevalent in seven developing countries that their exports to the U.S. should not qualify for duty-free treatment, the AFL-CIO has declared.

Testifying before a trade policy subcommittee of the Generalized System of Preferences, AFL-CIO Research Director Rudy Oswald assailed the wholesale repression of workers and unions in Benin, Haiti, Indonesia, Liberia, Nepal, Syria and Thailand.

Congress conditioned preferential access to the American market on proof that ''practical steps are being taken to insure freedom of association and other trade union rights,'' Oswald emphasized. This includes not only the GSP legislation but also the law governing the Overseas Private Investment Corp. and the recently enacted Omnibus Trade Act.

Four of the countries on the AFL-CIO list—Haiti, Indonesia, Syria and Thailand—were the subject of previous AFL-CIO petitions. Liberia was charged with violations by another organization in 1988, and the subcommittee has now accepted labor's petitions for sanctions against Benin and Nepal.

Worker rights amendments provide leverage to insure freedom of association and other trade union rights before a nation gets privileged access to the U.S. market.

Oswald expressed disappointment that the subcommittee failed to recommend revocation of special trade privileges for Syria and Haiti last April, since documentation of wholesale worker rights violations is contained in the U.S. State Dept.'s own study, ''Country Reports on Human Rights Practices.''

He pointed out that embassy specialists in Damascus used ''unusually blunt terms'' in describing the dictatorship's operation as being characterized by ''pervasive denial of human rights, including widespread torture and denial of freedoms of speech, press, association and the right of citizens to change their government.''

In Haiti, he continued, there has been no change in the situation since the new government assumed power a year ago. Hopes that the new administration would ''take steps to reform the woefully inadequate labor court system have not been realized.''

Oswald gave these profiles of conditions in the other countries on the AFL-CIO list:

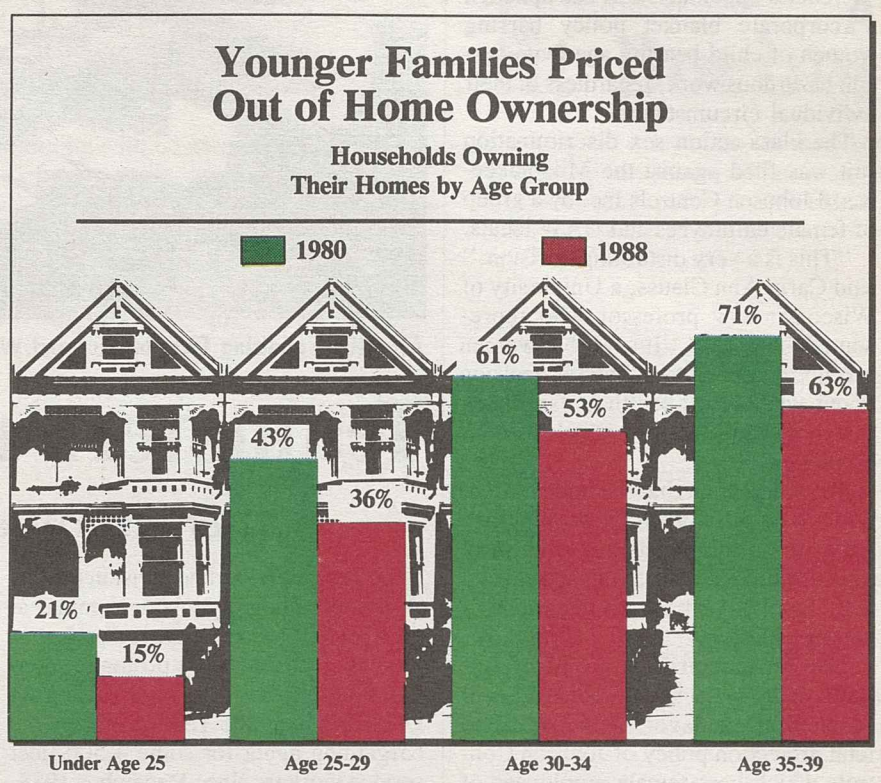
Benin—A ''labor organization'' was created and is controlled by the government; all unions must affiliate with this Leninist-dominated center; there is no freedom of association; the government interferes regularly in collective bargaining; the right to strike is restricted and workers engaging in such activities ''face arrest and torture.''

Nepal—Independent trade unions have been banned for nearly 30 years; workers do not have the right of freedom of association or the right to organize and bargain collectively; and workers who attempt to exercise their rights are dealt with brutally. Hundreds of members of the unregistered Nepal National Teachers' Association have been arrested and ''seven died in custody under suspicious circumstances.''

Indonesia—The rights of freedom association and collective bargaining ''do not exist in any meaningful way.'' There is only one ''legal union,'' completely dominated and controlled by the ruling party. It must seek government authority for meetings, and such permission is not routinely granted. Illegal strikes are the workers' only weapon, but those involved are subject to immediate dismissal.

Thailand—Civil servants and local government employees may not join unions; private sector employees who engage in union activity are easily fired and have little legal protection; employees are forced to sign individual work contracts which take them out of union jurisdiction; child labor, ''sometimes resembling indentured or even involuntary servitude,'' is a common problem; on-the-job accidents jumped 45 percent from 1982 to 1987 and the situation is deteriorating, with an increase of 26 percent in indistrial accidents in 1988 alone.

Liberia—Although revised labor legislation has passed the House, it still awaits Senate action—not due until 1990. The AFL-CIO deplored the government's ''constant delay'' in getting this law on the books.



Factory employment stung by sharpest drop in 7 years

The sharpest one-month drop in manufacturing jobs since the early 1980s pushed the unemployment rate to 5.3 percent in September, underscoring the nation's sluggish economic growth.

With the one-tenth of 1 percent increase the jobless rate, the Bureau of Labor Statistics said 6.6 million workers were officially unemployed. But another 4.9 million workers who want full-time jobs were working part-time last month.

And when discouraged workers are counted in, there were 12.3 million workers affected by total or partial unemployment, AFL-CIO chief economist Rudy Oswald noted. Yet, only 1.8 million individuals, or 29.1 percent of the 6.6 million officially unemployed, received jobless benefits last month, he pointed out.

BLS Commissioner Janet Norwood expressed concern over the loss of 103,000 factory jobs in September. Since March, the nation has lost 135,000 manufacturing jobs.

While about a third of the decline in factory employment stemmed from layoffs of auto workers, 16 of the 20 major manufacturing industries posted job cutbacks.

In addition to the 35,000 job losses in the auto industry, employment in electrical equipment shrank by 10,000 over the month and by 55,000 since last November. Job losses of 10,000 each also came in primary metals and apparel and textile production in September.

Oswald warned that the severe weakness in manufacturing ''may very well ripple out to other sectors.''

The BLS household survey showed a 130,000 decline in jobs while the employer survey found a 200,000 gain, including a 100,000 pick up in lower-paying service sector jobs.

Newsmakers

Claire Labine, a television writer, was elected to a two-year term as vice president of the Writers Guild of America, East. **Edward Adler,** a freelance television and motion picture writer, was re-elected president and **Jane Bollinger,** a staff writer for ABC's ''Good Morning, America,'' was re-elected secretary-treasurer.

Elected to fill the open posts on the 21-member Writers Guild council are: Freelance (screen, TV and radio)—**Walter Bernstein, Jerome Goldsmith, Nancy Ford, Ian McLellan Hunter, Corinne Jacker, Herb Sargent** and **Budd Schulberg;** Freelance documentary (screen, TV and radio)—**Ernest Pendrell;** Freelance daytime serials (TV and radio)—**Megan McTavish;** staff (TV and radio)—**Barbara Bernhard, Lori Bores and Bruce Campbell;** staff (Washington)—**Mark Moreno;** and staff (graphic artists)—**George Smith.** For the Midwest staff opening, there was a tie between **Roy Santoro** and **Walter Swift.** A runoff election will be held.

John T. Joyce, president of the Bricklayers, presented the 1989 Sullivan Award for Architecture to the Chicago firm of Hammond Beeby & Babka for its design of four buildings in Illinois. Joyce is co-chairman of the masonry institute that established the award in 1970.

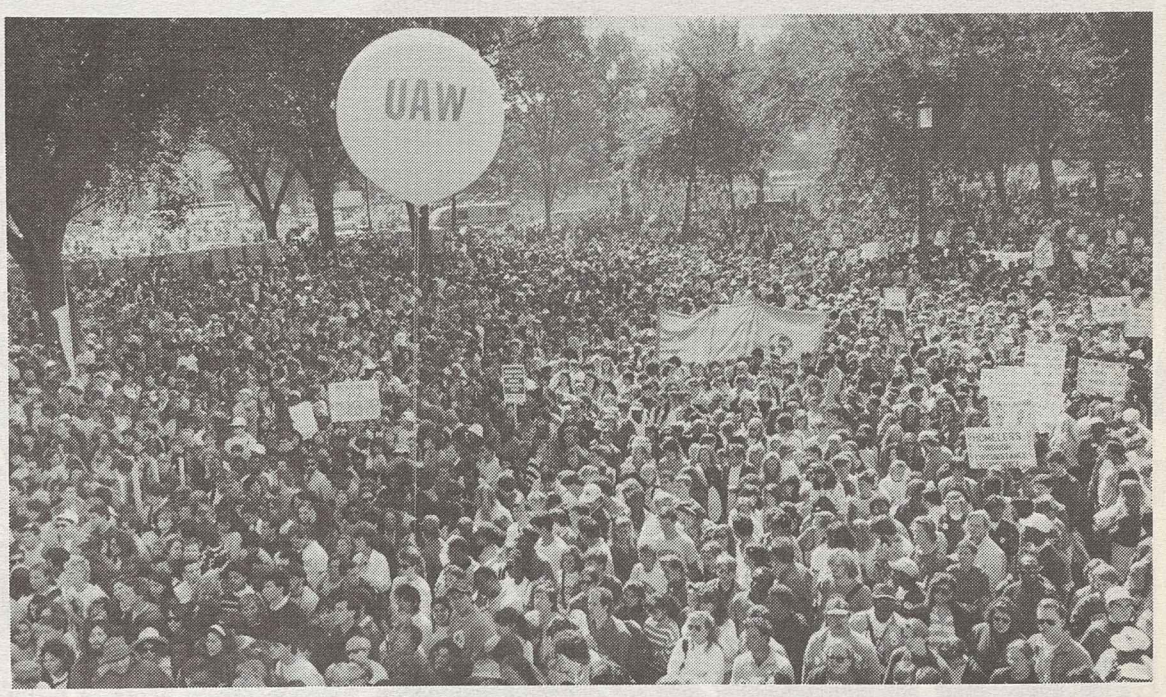
Gov. John Ashcroft proclaimed Oct. 15-22 as Locomotive Engineer Week in honor of the Brotherhood of Locomotive Engineers' Southwestern regional convention being held in Missouri.

Bernard E. DeLury, vice president for labor relations with Sea-Land Corp. of Iselin, N.J., and a former Labor Dept. official, has been nominated by **President George Bush** as director of the Federal Mediation & Conciliation Service. DeLury's nomination must be confirmed by the Senate. He would succeed **Kay McMurray.**

James J. Norwood has been named the 10th vice President of the Laborers. A 34-year member of the union, Norwood has served since 1969 as director of the Heavy & Highway Construction Division, administrator of the National Health & Safety Fund and chairman of the National Joint Heavy & Highway Construction Committee and the Chimney, Stack & Silo Committee. He succeeds the late **Wilbur Freitag,** who served as vice president from 1965 until his recent death.

Six U.S. labor officials were among 17 Americans cited by the International Labor Organization for their ''outstanding contributions'' in 1989 to assuring basic human rights. Those selected are: Communications Workers President **Morton Bahr;** Steelworkers President **Lynn R. Williams;** Clothing & Textile Workers President **Jack Sheinkman; William C. Doherty,** executive director of the American Institute for Free Labor Development; **Charles D. Gray,** executive director of the Asian-American Free Labor Institute, and the late **Irving Brown** of the AFL-CIO Dept. of International Affairs, a former U.S. worker representative to the ILO.







'Housing is everyone's problem'

By Magda Lynn Seymour

"... I'll get promoted, and we'll move out of the shelter, buy a big house and live in the suburbs."

—Tracy Chapman

Those words from the folk singer floated out to the tens of thousands who came from across the country and back to the Capitol behind her, defining the Housing Now message of the plight of the homeless and the lack of affordable housing in America.

The Oct. 7 march was speeches and music and celebrity endorsements and all that. But it was also a coalition of 200 organizations who believe in a basic premise: affordable housing for all. Bricklayers President John T. Joyce said it: "housing is everyone's problem."

"This march is about housing, but at a deeper level its really a cry to Wake up, Washington. America is in danger of not being America much longer," Joyce told the crowd. And he added:

"Real earnings of American workers used to go up each year and now they go down;

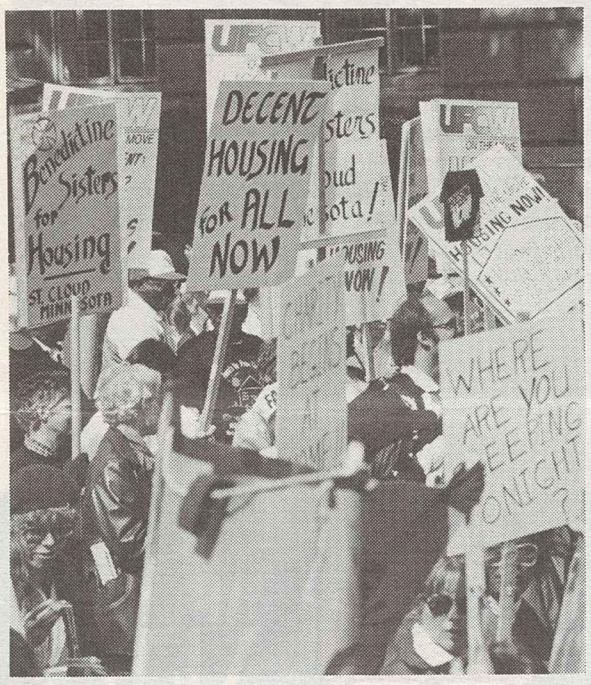
"The supply of public housing used to expand each year to keep pace with the population, but while the population keeps growing the supply of public housing is shrinking—and the only thing that goes up is the cost of housing."

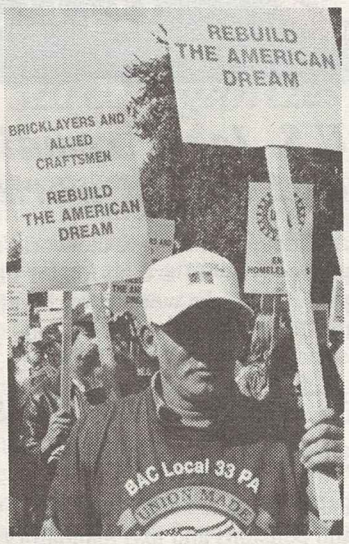
Singer Dionne Warwick reminded the crowd during the long program, that "if we can stand together this long we can surely live together." Singer Stevie Wonder sang a song he had written especially for the occasion.

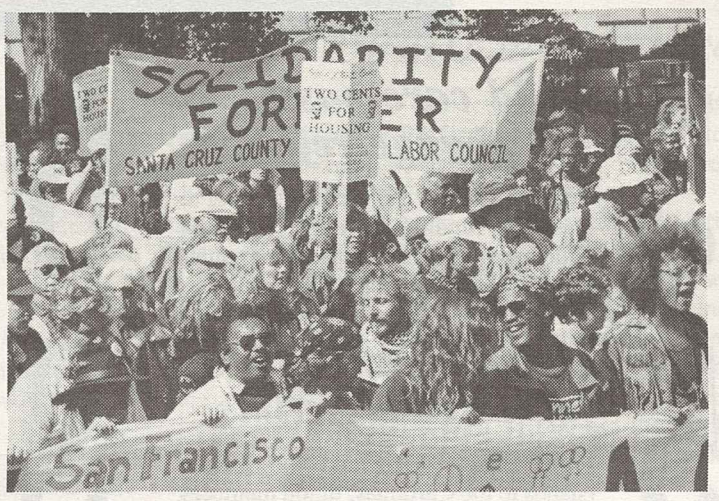
"Our nation has a human disaster on its hands," said AFSCME President Gerald McEntee. He said the Housing Now coalition was composed of advocates, the homeless poor, retirees, environmentalists, churches, community groups and other organizations.

"I'm proud that one of the largest contingents today is from this nation's labor movement," McEntee said.

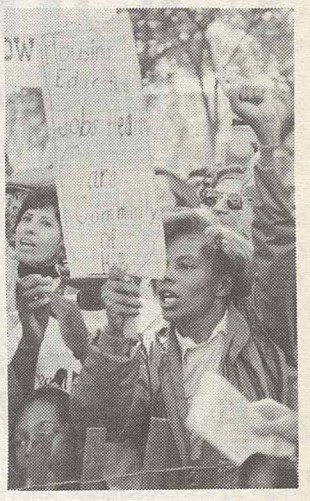
AFL-CIO union members turned out in force, typified by the white caps of the Seafarers, who were everywhere.







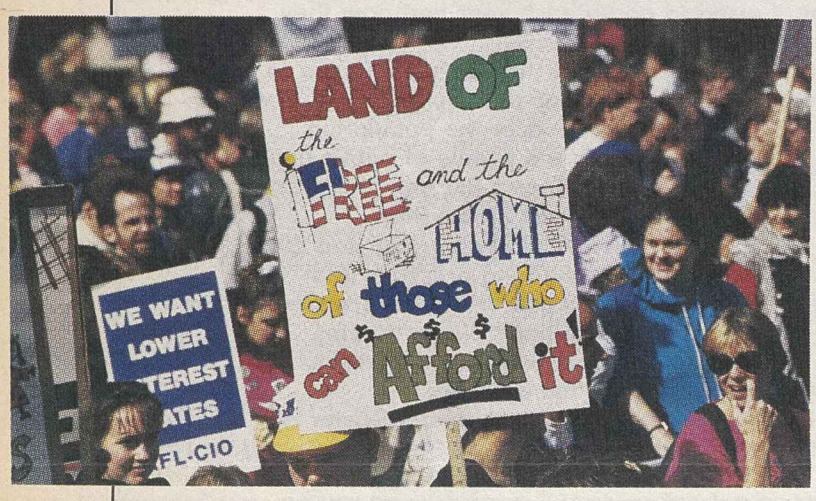












Affordable Housing Now

Tens of thousands rallied at the National Mall to house the homeless and rebuild the American dream of home ownership. AFL-CIO unions turned out thousands of members for the Oct. 7 march. Movie stars merged with homeless men and women who had walked or bused in from all around the country to call for affordable housing for all. Organizers of the march called it the largest housing demonstration since the 1960s. AFL-CIO placards with messages like "Let Builders Build" and "Affordable Housing Now" dominated the scene.

INSIDE

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AFL-CIO NEWS

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Affiliation of the Mine Workers fulfills Lane Kirkland's call for unity when he was first elected AFL-CIO President 10 years ago.

2 ***International labor appalled by Pittston***

A team of international labor leaders investigates the six-month-old contract dispute between the Mine Workers and Pittston Coal Group.

3 ***Child care passes, key change rejected***

The House flatly rejected a proposal to slash the funding for a $1.75 billion child care package to expand community care and education programs.

5 ***Union-to-union aid for Hugo's victims***

From Puerto Rico and the Virgin Islands to the Carolinas, union members help the victims of Hurricane Hugo with money, supplies and work.

6 ***U.S. labor remains best buy in world***

American workers are the world's most productive, but are no longer the best paid. European workers earn more and the Japanese are close behind.

8 ***57,000 Machinists seek Boeing pact***

IAM members are seeking better wages and pensions and less mandatory overtime at Boeing Co., where 57,000 workers went on strike on Oct. 4.

UNION YES

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AFL-CIO NEWS

VOLUME 34, NUMBER 22 OCTOBER 30, 1989

FOCUS



African trade unionists participate in training programs sponsored by the African-American Labor Center, which is celebrating its 25th anniversary this year. See Pages 4-5.

Boeing Machinists fight on family issues



Thousands of IAM members and their families march to Boeing headquarters in Seattle.

Forced overtime takes heavy toll

Seattle

The Machinists' four-week-old strike against the Boeing Co. brings into sharp focus the company's greed at the expense of its employees and their families. The strike is by 57,000 workers at plants in seven states.

For six years, Boeing workers got no raise in their pay scale and endured mandatory overtime equal to working 20 extra weeks a year. The toll has been heavy on the workers, their spouses and the children.

At a rally on Oct. 21, several thousand strikers and their families gathered at Boeing headquarters. IAM Vice President Justin Ostro said that the ''workers are demanding relief from the forced overtime that is killing their family lives.''

IAM District Lodge 751 President Tom Baker underscored the family issues. ''This strike is about fairness and human dignity,'' he said. Boeing's profits over the past three years hit $3.5 billion—more than its total profits for the previous 18 years.

The workers' children explained how they feel about the mandatory overtime. Many are latchkey children, some must cook for themselves, others express disappointment their parents can't attend their football or soccer games. The kids from one family said, ''We didn't play house when we were growing up; we lived it.''

Bargaining talks were held once since the strike began and no further meetings are planned, Baker said. The last offer before the strike—a three-year package—was overwhelmingly voted down.

University workers score victories

SEIU organizes UMass

Boston

Professional employees at the two campuses of the University of Massachusetts said ''union yes,'' voting for representation by Service Employees Local 509.

The victory came after an 11-year organizing effort that saw three elections end in close defeats for two other unions.

By a 686-208 margin, with 83 votes for an independent association, UMass professionals at the Amherst and Boston campuses—including nurses, administrators, lawyers, architects, engineers and technical workers—made the university an all-unionized workplace.

Teachers and professors at the university are represented by the Massachusetts Teachers Association and SEIU Local 285 represents service and clerical workers.

Organizing drives among the professional employees in 1978, 1982 and 1986 were defeated by less than 25 votes in each election.

OPEIU wins strike pact

Hempstead, N.Y.

Office & Professional Employees at Hofstra University won a 22-percent pay hike over three years, ending a 39-day strike against the university.

The settlement was overwhelmingly ratified by members of OPEIU Local 153.

The 400 university employees—who work as computer operators, cashiers, secretaries and mail clerks—will receive an 8 percent pay increase, or a minimum of $1,200, in the first contract year. That will be followed by a 7.5 percent raise—or at least $1,100—the second year and 6.5 percent—or at least $1,000—in the final year.

The agreement balances salaries within the same job classification, with workers earning less than the top rate to receive an additional increment of $260 every eight months until the top rate is achieved.

The OPEIU contract also avoids an increase to workers in health care costs.

Senate adopts Mitchell bill on 65-35 vote

Union workers at Eastern Air Lines—who have been pressing for Congress's help in resolving the Eastern crisis—won an important round as the Senate voted 65-35 to establish a blue-ribbon panel that will investigate and recommend a settlement in the eight-month dispute. **(Rollcall vote on Page 3.)**

Majority Leader George Mitchell's substitute amendment to H.R. 1231 would create a four-member commission—with congressional Democrats and Republicans each naming two members—which will report on its findings within 45 days.

The measure will now go to a House-Senate conference.

AFL-CIO President Lane Kirkland applauded the action as ''a process that should lead to a fair and equitable settlement'' of the strike.

Kirkland urged the House to accept the Senate version and called on President Bush to quickly sign the legislation into law.

Earlier in the day, the Senate invoked cloture by a 62-38 vote to clear the way for final passage. Ten Republicans joined all 55 Democrats to provide the 65-35 margin.

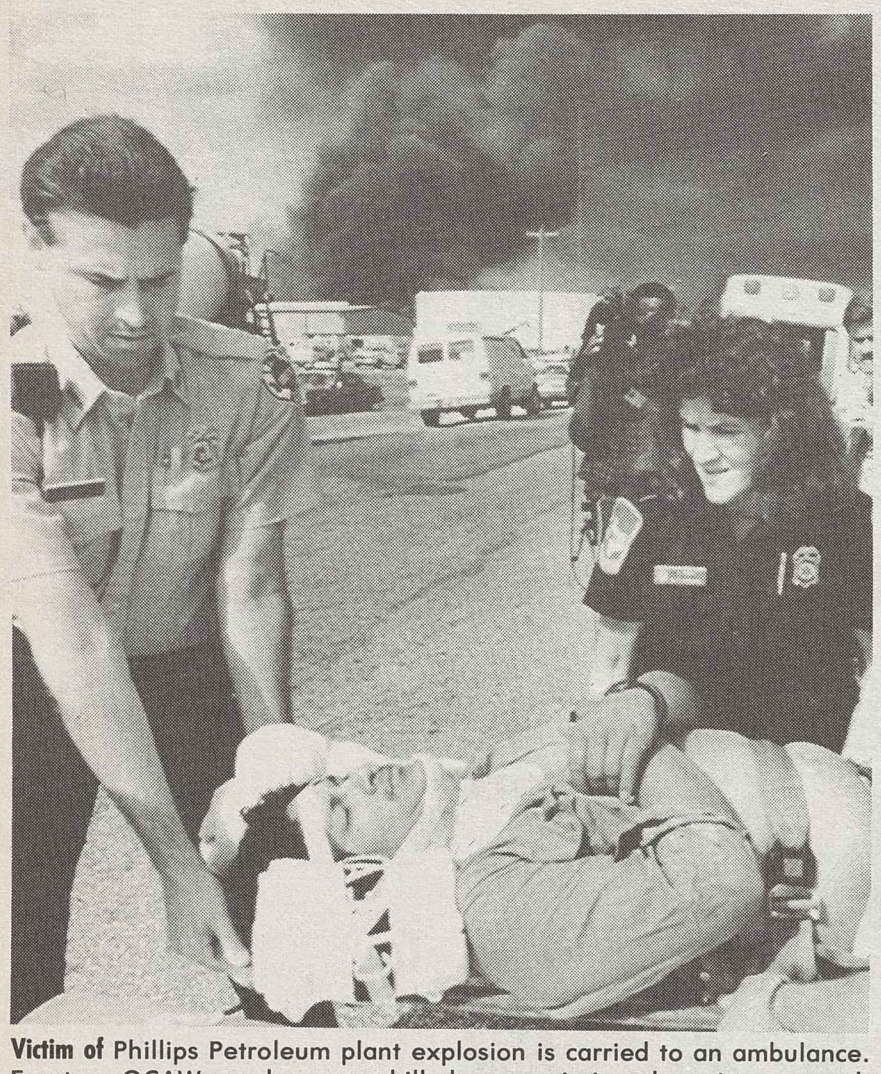
The panel also would examine the hiring of scabs and the impact of that practice on aviation safety and would investigate the concentration of foreign ownership of domestic carriers.

AFL-CIO welcomes Usery Pittston role

Former Labor Sec. William Usery was named by the Labor Dept. to help resolve the seven-month-long dispute between the Mine Workers and Pittston Coal Group Inc.

AFL-CIO President Lane Kirkland said ''he's a good choice'' and UMW President Richard Trumka expressed confidence that Usery can help bring about a just settlement in the dispute.

Labor Sec. Elizabeth Dole made the appointment after touring the Virginia coalfields and winning agreement from company officials. Usery, a former staff member of the machinists, served as Labor Secretary during the Ford Administration after heading the Federal Mediation & Conciliation Service under the Nixon Administration.



Victim of Phillips Petroleum plant explosion is carried to an ambulance. Fourteen OCAW members were killed or are missing, the union reported.

OCAW warnings ignored before Houston explosion

Contracting out imperils others

Pasadena, Tex. A time-bomb of neglected safety hazards, repeatedly pointed out by Oil, Chemical & Atomic Workers Local 4-227, became a deadly reality when a ground-shaking explosion on Oct. 23 devastated a Phillips Petroleum Co. plastics plant.

Fourteen OCAW members were killed or are missing and another five Phillips employees and three contract workers may have died. Of 124 persons injured, 35 remain hospitalized with six in critical condition.

OCAW President Joseph Misbrenner spoke with Phillips officials who pledged to cooperate with the union on the accident investigation. Earlier, the union got an court injunction to prevent the company from conducting the investigation without a union representative on site.

OCAW Vice President Robert Wages and local union officials held a press conference on Oct. 25 to underscore those safety concerns. Wages said that the contracting out of maintenance work, elimination of relief crews, excessive overtime and the paring of staff to the "bare bones" set the stage for an explosion that was waiting to happen.

Local 4-227 had to go to court to force Phillips to allow union participation in the investigation of the explosion. The company had rejected the union's call for a joint investigation. A restraining order was issued against the company, which then agreed to allow the local's unit chairman at Phillips, J.R. "Red" Moore, and an explosion expert hired by the union to accompany Phillips officials into the plant.

OCAW Rep. Jim Byrd said that "the company's unwillingness to cooperate with the union on all these health and safety problems leaves us with no choice but to use all means at our disposal to get an independent review of this tragedy. I don't think the workers or the surrounding community would be satisfied with anything less."

He noted that "with fewer people working longer hours, problems become inevitable in a large plant like this. Add to that the presence of large numbers of people working for outside contractors, and you just compound those problems."

Byrd cited the death of OCAW member William DuPree on Aug. 24 as an example of what these conditions can lead to. Four other workers, three of them contractor employees, received burns after a contract worker accidently uncapped a gas line which ignited from a torch being used by another contract crew. OSHA cited Phillips for a serious violation and fined it $750. The company is contesting the citation.

Two health and safety experts from the Mine Workers are aiding the OCAW members, sharing their experiences in assisting workers and communities who have been mine disaster victims.

CWA, Pacific Telesis agree; NYNEX strike in 12th week

The Communications Workers reached a tentative agreement on a new contract for 42,000 members employed by Pacific Telesis Group, the regional Bell operating company serving California and Nevada.

The 12-week-old strike continued at NYNEX, which serves New York and New England. The CWA and the Electrical Workers represent 60,000 members at NYNEX.

The Pacific Telesis accord will be voted on by mail ballot and at union meetings, with the results to be announced on Dec. 1. An earlier settlement with PacTel was voted down.

In the NYNEX strike, the CWA and the IBEW were scheduled to result mediated talks on Oct. 27. That strike, which began on Aug. 5, has received wide support from trade unionists around the world and from governors and other elected officials throughout the Northeast, the unions said.

NYNEX was ordered by a federal district judge in New York to reinstate medical benefits to its striking employees. The company had instructed doctors and pharmacists to stop treating striking employees until they paid the health care premiums.

And a group of New York legislators joined with the CWA in demanding that the state's Public Service Commission deny New York Telephone Co.'s request for a $359.8 million rate hike while the strike is on.

The Boston City Council resolved the city should only pay the minimum amount on its telephone bills "until damages incurred by the taxpayers of the city can be determined."

The strikers are planning a Halloween party for Oct. 31 to protest NYNEX Chairman William Ferguson's being honored as the "Herbert Hoover Humanitarian of the Year" by the Boy Scouts of America. The party will be held outside the Marriott Marquis Hotel in Manhattan, while inside at a $500-a-plate feast, Ferguson will get the award.

Meanwhile, the CWA ratified a new three-year regional agreement covering 41,000 workers at four Bell Atlantic telephone companies. A proposed contract on local issues covering commercial employees at New Jersey Bell was rejected, the union said.

Flight Attendants ratify three-year pact at Midway

Flight Attendants at Midway Air Lines ratified a first agreement that provides an expanded pay scale and improves per diem and vacation pay.

The three-year contract covers 650 attendants who voted to join AFA in November 1987. After 17 months of negotiations, a settlement was reached in August 1989.

California improves workers' comp

Sacramento, Calif. A California workers' compensation reform package adopted shortly before the close of the 1989 legislative session will add $1.4 billion in new benefits, raising the maximum weekly temporary benefit by 50 percent by 1991.

The measure, adopted in the Assembly 65-2 and in the Senate 34-0, was the product of five months of amendments and alterations.

Gov. George Deukmejian (R) signed the bill into law along with a companion measure to provide funding for additional staff to implement the new procedures set forth in the workers' compensation law.

Current maximum temporary disability benefits and permanent total disability benefits of $244 a week will be raised to $266 on Jan. 1, 1990, and to $336 a year later.

Maximum jobless benefits in the state will rise in three steps, from the current $166 a week, to $190 on Jan. 1, 1990, to $210 a year later and to $230 in 1992. The minimum weekly unemployment benefit will be increased from $30 to $40.

AFL-CIO NEWS

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LEGISLATION

Tardy updating causes lag in Davis-Bacon pay

Wages for construction craftsmen on public works projects lag behind their actual levels in many parts of the country, because the Labor Dept. is tardy in updating its files as mandated by the Davis-Bacon Act, the Carpenters charged.

Enacted in 1931 and signed into law by President Hoover, Davis-Bacon requires that workers on federally funded construction projects receive the prevailing wage in the area where the work is perfomed. Often, union wages end up setting the pay scale.

But ''either by intent or neglect,'' said Carpenters President Sigurd Lucassen, the Wages & Hours Division is slow to feed such union wage rate data into its computers.

''As a consequence, wages on public works projects lag behind their actual levels,'' Lucassen said. ''Building trades workers do not receive the wages they are entitled to under such tardy arrangements.''

Noting that it now takes months to obtain data that should be ready in days, the UBC president urged Labor Sec. Elizabeth Dole to look closely at the delays and to take action to assure that existing inadequacies are corrected.

''We see no justification for holding up prevailing wage reports so anti-union contractors and builders can save more money in wages at the expense of the nation's wage earners,'' Lucassen said.

''The bureaucracy involved in wage determinations must be streamlined. If Wall Street can give us stock quotations in minutes and hours,'' he added, ''surely the Labor Dept. can determine wage levels within days instead of months.''

Labor tells Congress key concerns

Capital gains, child care stressed to conferees

Despite Senate passage of a ''stripped down'' budget reconciliation bill, congressional conferees meeting on the budget package have an opportunity to consider labor's key concerns, the AFL-CIO said.

In a letter to House and Senate conferees, Legislative Director Robert McGlotten outlined labor's needs.

- The AFL-CIO strongly opposes any reduction in the capital gains tax as included in the House version and supported by the Bush Administration, McGlotten said.

In addition to increasing the deficit by $21 billion over the next decade, the proposal would wipe out the tax fairness achieved in 1986—when an agreement was reached that workers' wages and investors' profits should be taxed at the same rate.

- To curb the abuses of pension plan terminations and reversions, the AFL-CIO supports House provisions that impose restrictions on the use of so-called ''excess assets.'' The funding of retiree health benefits from ''excess assets'' should only be considered if the termination issue is resolved and additional provisions are drafted to protect retirees. These two issues must ''stand or fall together,'' McGlotten stressed.
- The federation also supports a federal program of affordable, quality child care that would enable communities to meet care needs through a range of providers, including Head Start programs and public school initiatives. These goals cannot effectively be met through expanded social services block grants, he wrote.
- The AFL-CIO supports the Senate's version of expanding worker voting rights in employee stock ownership plans—ESOPs—and making tax benefits subject to a 30 percent ESOP ownership.
- The tax-free status of education and legal benefits provided to workers by some employers should be extended as called for in the House version, McGlotten wrote, to allow workers continued access to services they otherwise might be unable to afford.
- The AFL-CIO strongly supports the House provision to take the U.S. Postal Service off budget. Labor also supports a one-year continuation of allowing taxes on railroad retirement benefits to be credited to the Railroad Retirement Trust Fund and supports a Senate measure that protects nurses' aides from stringent testing requirements if they have two or more years of experience or required state training.

House ready to try again on wage bill

Labor stepped up its campaign to win a pay raise for the nation's lowest-paid workers as the House prepared to vote on a proposal to increase the minimum wage.

Heading toward the showdown vote, the AFL-CIO expressed strong support for H.R. 2710 which would raise the hourly minimum from the current $3.35 to $4.25 over two years, in 45-cent increments.

The labor-backed bill includes a limited training wage provision that would allow firms to pay a reduced wage only to new workers in their first 60 days of work experience.

President Bush vetoed an earlier bill, saying $4.55 was too high and insisting any worker hired by a new employer be subject to a subminimum wage of $3.35 for the first six months of employment. Any worker—a working parent or someone with years of experience—would be subject to the so-called ''training wage'' for a full six months with each new employer.

Under the current Bush proposal, the minimum rate would rise to $4.25 over three years—in 30-cent increments.

The labor-backed bill is a compromise to the version Bush vetoed in June. A House attempt to override the veto fell 37 votes short of the needed two-thirds majority, voting 247-178.

In the Senate, the Labor & Human Resources Committee has reported out S. 1182, a measure identical to the vetoed bill.

House protects U.S. jobs in aid shipments to Poland

By a 228-170 margin, the House voted to maintain cargo preference provisions requiring that 75 percent of U.S. food and aid shipments to Poland be carried on U.S. flag merchant ships, rejecting an amendment that would have cut U.S. shipping requirements to 50 percent.

Another amendment that would have exempted food aid to Poland in fiscal 1990 from cargo preference rules was defeated by a voice vote.

Senate votes on cloture, passage of Eastern bill

In separate votes, the Senate acted to limit debate, then took up consideration of a bill establishing a blue-ribbon panel to investigate the Eastern Air Lines crisis.

***Vote No. I**—On Oct. 3, by a 61-36 margin, the Senate invoked cloture on the proposal—limiting further debate on whether the bill will be considered. The bill called for a three-member panel to help resolve the dispute. A right (R) vote is for cloture.*

***Vote No. II**—In a second Eastern vote on Oct. 26, the Senate voted 62-38 to limit debate on the substitute amendment establishing a four-member commission. The 55 Democrats and 7 Republicans who voted for cloture cast a right (R) vote.*

***Vote No. III**—All 55 Democrats and 10 Republicans voted right (R) for passage of the Mitchell amendment on Oct. 26.*

	Vote I	II	III
ALABAMA			
Heflin (D)	R	R	R
Shelby (D)	R	R	R
ALASKA			
Stevens (R)	R	W	R
Murkowski (R)	W	W	W
ARIZONA			
DeConcini (D)	R	R	R
McCain (R)	W	W	W
ARKANSAS			
Bumpers (D)	R	R	R
Pryor (D)	R	R	R
CALIFORNIA			
Cranston (D)	R	R	R
Wilson (R)	W	W	W
COLORADO			
Armstrong (R)	W	W	W
Wirth (D)	R	R	R
CONNECTICUT			
Dodd (D)	R	R	R
Lieberman (D)	R	R	R
DELAWARE			
Biden (D)	R	R	R
Roth (R)	W	W	W
FLORIDA			
Graham (D)	R	R	R
Mack (R)	W	W	W
GEORGIA			
Fowler (D)	R	R	R
Nunn (D)	R	R	R
HAWAII			
Inouye (D)	R	R	R
Matsunaga (D)	R	R	R
IDAHO			
McClure (R)	W	W	W
Symms (R)	W	W	W
ILLINOIS			
Dixon (D)	R	R	R
Simon (D)	R	R	R
INDIANA			
Lugar (R)	W	W	W
Coats (R)	W	W	W
IOWA			
Harkin (D)	R	R	R
Grassley (R)	W	W	W
KANSAS			
Dole (R)	W	W	W
Kassebaum (R)	R	W	W
KENTUCKY			
Ford (D)	A	R	R
McConnell (R)	W	W	W
LOUISIANA			
Breaux (D)	R	R	R
Johnston (D)	R	R	R
MAINE			
Mitchell (D)	R	R	R
Cohen (R)	W	W	W
MARYLAND			
Mikulski (D)	R	R	R
Sarbanes (D)	R	R	R
MASSACHUSETTS			
Kennedy (D)	R	R	R
Kerry (D)	R	R	R
MICHIGAN			
Levin (D)	R	R	R
Riegle (D)	A	R	R
MINNESOTA			
Boschwitz (R)	W	W	W
Durenberger (R)	W	W	W
MISSISSIPPI			
Cochran (R)	W	W	W
Lott (R)	A	W	R
MISSOURI			
Bond (R)	W	W	W
Danforth (R)	W	W	W
MONTANA			
Baucus (D)	R	R	R
Burns (R)	W	W	W
NEBRASKA			
Exon (D)	R	R	R
Kerrey (D)	R	R	R
NEVADA			
Reid (D)	R	R	R
Bryan (D)	R	R	R
NEW HAMPSHIRE			
Humphrey (R)	W	R	R
Rudman (R)	R	W	W
NEW JERSEY			
Bradley (D)	R	R	R
Lautenberg (D)	R	R	R
NEW MEXICO			
Bingaman (D)	R	R	R
Domenici (R)	W	W	W
NEW YORK			
Moynihan (D)	R	R	R
D'Amato (R)	R	R	R
NORTH CAROLINA			
Sanford (D)	R	R	R
Helms (R)	W	W	W
NORTH DAKOTA			
Burdick (D)	R	R	R
Conrad (D)	R	R	R
OHIO			
Glenn (D)	R	R	R
Metzenbaum (D)	R	R	R
OKLAHOMA			
Boren (D)	R	R	R
Nickles (R)	W	W	W
OREGON			
Hatfield (R)	R	R	R
Packwood (R)	R	R	R
PENNSYLVANIA			
Heinz (R)	R	R	R
Specter (R)	R	R	R
RHODE ISLAND			
Pell (D)	R	R	R
Chafee (R)	W	W	W
SOUTH CAROLINA			
Hollings (D)	W	R	R
Thurmond (R)	W	W	W
SOUTH DAKOTA			
Daschle (D)	R	R	R
Pressler (R)	W	R	R
TENNESSEE			
Gore (D)	R	R	R
Sasser (D)	R	R	R
TEXAS			
Bentsen (D)	R	R	R
Gramm (R)	W	W	W
UTAH			
Garn (R)	W	W	W
Hatch (R)	W	W	W
VERMONT			
Leahy (D)	R	R	R
Jeffords (R)	R	W	R
VIRGINIA			
Warner (R)	W	W	W
Robb (D)	R	R	R
WASHINGTON			
Adams (D)	R	R	R
Gorton (R)	W	W	W
WEST VIRGINIA			
Byrd (D)	R	R	R
Rockefeller (D)	R	R	R
WISCONSIN			
Kasten (R)	W	W	W
Kohl (D)	R	R	R
WYOMING			
Simpson (R)	W	W	W
Wallop (R)	W	W	W

FOCUS

Union building in Africa reaches 25-year milestone

By Patrick J. O'Farrell

In Africa, as in other parts of the world, national trade union movements have emerged as key players in bringing about democratic changes.

Unions are the most effective instrument workers have to win higher wages, increased purchasing power, better working conditions and social justice.

That's why American labor is actively involved in the struggle to promote independent and democratic unions the world over.

This engagement springs from the very essence of labor unions as voluntary associations created by workers for mutual support, because trade unionists understand that workers cannot afford to go it alone. And individual workers, when united in solidarity, can exercise significant power on behalf of their interests.

This is why the AFL-CIO takes positions on international issues, why it develops activities abroad to assist in the building of free trade unions as a major contribution to the defense and expansion of free and democratic societies, and why it develops relations with national and international labor bodies.

We believe that democracy and respect for basic and worker rights are linked not only to freedom and peace but also to social justice and economic progress. Democracy cannot thrive without social justice. Nor can there be sustained economic growth without social justice and democracy.

In Africa as in other parts of the developing world, free unions provide the foundation for economic growth and democracy by contributing to the emergence of a stable, fairly paid, working majority. Without free unions, developing countries enrich only a narrow elite, while the vast majority of alienated citizens suffer poverty.

Through the work of the African-American Labor Center, the AFL-CIO gives meaning to the principles of respect for democracy and international worker solidarity with the workers of Africa. Through the AALC, American trade unionists help African workers to improve their knowledge of workplace health and safety, collective bargaining, communication with union members and participation in the democratic process.

Over the past 25 years, Africa has experienced struggles for independence, the world economic crisis, droughts and floods, wars and famine. And the AALC has maintained its mission of offering support and solidarity on behalf of American workers to promote democratic institutions to improve the social and economic life of African workers, and to secure a better world for all workers.

O'Farrell is executive director of the African-American Labor Center

Born in 1964

The AFL-CIO actively supported the struggle for national independence in Africa in the 1950s and '60s. Once this independence was gained, the federation saw the need to continue to bolster a free and democratic trade union movement that could contribute to nation-building and a sound economy. To carry out this mission the AFL-CIO founded the African-American Labor Center in 1964. Over the years, the AALC has extended its cooperation in trade union education, leadership training, vocational training, cooperative and credit union development, union medical and social services, information and communication, and economic research.

The AALC has a staff of 18 based in
and 10 field representatives in Bots
Cote d'Ivoire, Kenya, Lesotho, Lib
Zaire and Zimbabwe. Throughout
history, the AALC has worked wi
movements in 47 African countries.

Growth of Strong U

AALC's activities in Africa are des
the growth of strong and independen
movements—organizations that bal
fluence of other institutions, such as
military and private business, which
wise play too dominant a role. Th
power favors the development or the
of a pluralistic society in which institut
government and ideological control,
represent the interests of the majorit
It is in such a society that democrac
Not all battles for freedom and de
won. However, the war is in no way
proved by a gradually improving
movement in the face of worseni
conditions.

Free and democratic trade unionisms
even grows stronger despite econom
problems that have become worse ins
over the past 30 years and in a continen
South Africa where a majority's op
brutal regime denies the majority their
rights.

Despite what appear to most as ins
problems, African trade unions have
increased their membership through
developed strengths and skills that ha
them to participate in all phases of nat

The AFL-CIO, through the AAL
much to respond to their needs, in
unions in the development progress, tra
in industrial relations, providing for
helping unions extend social services
and their families.

The purpose of all AALC-sponsore
to strengthen the labor movement s
become self-sufficient and be able to p
sible role in the country's developm

Union-to-union prog

Study tours and visitor programs p
trade union leaders to become more
the U.S. labor movement, hold fran
with their American counterparts
technical training not available in A

American trade unionists travel to
tain insights into the politics, econo
union movements there, and to offer
tise in specific areas.

International Trade Secretariat pro

AALC Exececutive Director Patrick O'Farrell, center, looks over union publications in Senegal produced on printing equipment supplied by the center.

Anniversary Conference

The African-American Labor Center will mark its 25th anniversary with a conference for African and American trade union leaders Nov. 17-18 in Washington.

The objective of the conference is to bring together 45 African and numerous American unionists to discuss and evaluate cooperation over the past 25 years and formulate general strategies for the coming decades.

Participants also will be briefed on current American government policy toward Africa by members of Congress and senior officials of the State Dept. and the Agency for International Development.

The principal speakers will include Rep. Donald Payne (D-N.J.), Assistant Secretary of State for African Affairs Herman J. Cohen, AFL-CIO International Affairs Director Tom Kahn, Sec. Gen. Hassan Sunmonu of the Organisation of African Trade Union Unity, and Assistant Sec. Gen. Enzo Friso of the ICFTU. Former PTTI Sec. Gen. Stefan Nedzynski will be the moderator.



AALC-sponsored workshop on labor affairs for Liberian trade union women.

the AALC to meet requests from individual African unions.

The AALC works with ITS organizations and their American affiliates—including the Steelworkers, Machinists, Food & Commercial Workers, Teachers, Transportation Communications Union, Ladies' Garment Workers, Clothing & Textile Workers, the Oil, Chemical & Atomic Workers, Bricklayers and Service Employees—to coordinate aid for seminars, workshops, study tours, vehicles and equipment.

Workers Education

The AALC has assisted in the establishment of labor education departments and institutes within many labor federations. The labor education centers in Ghana, Egypt, Kenya, Lesotho, Mauritius and Zaire were realized with technical or material support from the AALC.

Over the past two years the AALC, through the education department of some 25 labor federations, Pan-African labor studies institutes and union-to-union cooperation, has sponsored 900 seminars for approximately 20,000 African trade unionists. Topics ranged from basic trade unionism to advanced training, from health and safety to labor research and statistics, from women's role in the trade union movement to cooperative development. The results have been an increase in union membership, growing national union involvement, development of self-help projects, and improved contract negotiations: all steps toward economic development and independence.

The AALC's education and research department has been organizing advanced training seminars in the United States since 1984 for union leaders from 30 different African countries. The three-week programs carried out in collaboration with the University of the District of Columbia are held at the George Meany Center for Labor Studies and cover topics such as American trade unionism, comparative industrial relations, collective bargaining, labor economics, and techniques of worker education.

These leadership training sessions have led to the development of model courses in trade union administration, collective bargaining and economics, which the participants take back to their respective countries for incorporation into curricula for future seminars.

Other related programs include administrative support in the form of office equipment, vehicles, and other materials desperately needed in the day-to-day functioning of a union; union medical and social services in the form of support for maternal and child care programs and literacy training; communication and information in the form of printing presses, typewriters, supplies and expertise in labor publications; cooperative development in the form of loans and seminars to help set up or strengthen union mutual aid societies.

South Africa

In South Africa, the AALC continues its mission of carrying out the AFL-CIO's Program of Action in Support of Black Trade Unions. The federation supports basic changes aimed at eliminating the repressive and inhumane system of apartheid and hastening the advent of self-determination and majority rule. Assistance helps black workers achieve organization, trained leadership and a solid foundation on which to build.

Programs have been conducted with national centers, their affiliates and independent unions, encouraging leadership and service among workers, teaching them about their rights as workers, engendering a spirit of self-help and reciprocity among workers, and promoting the acceptance by the community of internationally recognized trade union principles.

Funding has built up the education program of several unions and national centers. Instructors, organizers and union officials have attended seminars both in South Africa and in the United States to acquire skills that enable them to improve their union's membership and operations.

To provide the much needed assistance in South Africa, the AALC works with the ICFTU and the A. Philip Randolph Institute as well as individual American unions through an International Trade Secretariats program. The AALC also works directly with the various unions, offering a broad range of aid.

The AFL-CIO is active at home, too, lobbying for the anti-apartheid cause and playing a role in convincing Congress to enact legislation providing for sanctions against South Africa.



Federation President Lane Kirkland greets Hassan Sunmonu, head of the pan-African Organization of Trade Union Unity.

Interdependent World

This year marks the 25th anniversary of the African-American Labor Center. We are proud of the work that the AALC has accomplished in providing a direct means of support to the trade union movements of the African continent in their struggles for economic and social independence and the securing of worker and human rights.

Our commitment to help African trade unions is related to our long-standing concerns for free and democratic trade union movements all over the world. The AFL-CIO believes that all workers have the right to organize, the right to strike and the right to express themselves politically. For labor, there is only one human rights standard: all people must be free to create and control their own organizations and institutions independent of the state. It is this atmosphere of freedom and democracy that is conducive to national development in Third World countries, leading to better living and working conditions for all workers.

In today's interdependent world we must be concerned about what happens in the far corners of the globe. The defense of the rights and standards of labor in one country requires that we act in concert with free labor everywhere to defend and advance those rights and standards for all.

The AALC has striven to attain these goals and will continue its work in extending the hand of assistance and solidarity on behalf of the American labor movement to our brothers and sisters in Africa.

—Lane Kirkland
President, AFL-CIO

Data

U.S. reels from lack of sound trade policy

Deficits take hefty toll in jobs, industry and standard of living

As far as trade policy goes, the United States is living in the past while competing nations are living in the real world. The consequences for America include lost industries, lost jobs and a declining standard of living.

That's the gist of a study by economics writer Robert Kuttner. The report, ''Managed Trade and Economic Sovereignty,'' was issued by the Economic Policy Institute, a ''think tank'' funded by corporations, unions and foundations.

The Kuttner report was discussed at a bipartisan congressional seminar hosted by House Majority Leader Richard Gephardt (D-Mo.).

Kuttner underlined these points: America's trade policy has been guided by 18th century textbook

Text available, Page 7

economics in which nations trade goods they are most suited to produce, without government intervention and free of such trade barriers as high tariffs. Everybody benefits and there are no big trade deficits or surpluses among nations.

But a glance at the past eight years, in which the United States has run up huge trade deficits, reveals that the textbooks don't speak to the real world. And it would be hard to persuade millions of American workers who lost their jobs to rising imports and falling exports that ''free trade'' is a universal boon.

So why does the United States cling so stubbornly to ''free trade?'' One reason is habit. The United States emerged from World War II as the world's economic giant. It could well afford to be generous to its postwar allies, whose shattered economics needed to help and whose loyalty was sought in the Cold War against communism.

Another reason is ideology. The Reagan Administration was philosophically opposed to the kind of active government role in shaping trade and industrial policy that helped Japan and Western Europe to amass rich trade surpluses at the expense of the United States.

A third reason is that influential U.S. multinational corporations tend to favor ''free trade'' because these firms are importing into the United States the products they make overseas.

It's time for the United States to shake off its outdated and self-defeating way of thinking and recognize that all nations, including the United States, will continue to exercise their right to protect a portion of their domestic economies.

Instead of vainly trying to force other nations to practice pure free trade, the United States should adopt a strategy of ''managed trade.''

Managed trade would seek and restore trade balances by changing game rules to reflect today's realities. This would best be accomplished multilaterally, through the General Agreement on Tariffs & Trade (GATT), rather than through nation-by-nation retaliation.

For example, if Japan were party to an international steel agreement that required it to open up 25 percent of Japan's markets to steel imports and it fails to comply, there would be some automatic consequence imposed by the GATT, not only by the United States. The consequence might be the other nations close 25 percent of their import markets to Japanese steel.

Evidence of how a managed trade policy might work can be found in those industries where international agreements have been tried: textiles, steel and semiconductors. Despite mistakes and shortcomings, the agreements in these areas have allowed for greater technological innovation, more productive investment, and faster productivity growth than would have resulted if imports to the United States had continued unrestricted.

Moreover, domestic industries and jobs have been saved. And by maintaining United States capacity to produce these products, the world market will be more competitive, not less, and international commerce will be expanded.

Unfortunately, these departures from free trade dogma ''are undertaken without strategic purpose, and are seen by U.S. officials as unfortunate concessions to domestic politics rather than as economic development initiatives,'' Kuttner writes.

''The United States should abandon its hopeless quest for laissez faire trade, and begin designing a trade regimen that accommodates reality.''

''Such an effort would support our national economic interest in retaining leadership in a broad range of manufacturing technologies and products, as well as the worldwide interest in a sustainable and balanced set of rules for the trading system.''

—Press Associates

Imports surge to $41 billion as American exports shrink

A record $41.2-billion flood of imports swamped America in August, producing a deficit of $10.8 billion—the highest for any month of 1989.

Exports slipped to $30.4 billion in August after peaking at an all-time high of $31.3 billion in June. Overall, the August foreign trade deficit was up $2.5 billion, or 30 percent higher than July.

AFL-CIO economist Mark Anderson saw the August trade numbers as ''further evidence that the improvement in the U.S. trade account is coming to a halt.'' He observed that the willingness of other nations to accept a growing volume of U.S. exports is ending while the imports continue to mount.

For the first eight months of 1989, imports totaled $314.5 billion while exports amounted to $241.3 billion, bringing the country a shortfall of $73.2 billion. For the comparable period of 1988 the trade deficit was $78.8 billion.

Based on trade figures for the first eight months, the 1989 deficit will reach $110 billion, Anderson noted. Last year's deficit totaled $118.5 billion.

Anderson said the manufacturing sector remains a key problem in the nation's trade imbalance.

''Unless manufactured imports were to drop off drastically, the United States will continue to experience $100-billion-plus deficits for the foreseeable future,'' Anderson warned.

August imports of manufactured goods were up $1.5 billion over July to $32.8 billion and $1.6 billion more than $31.1-billion average for the January-July period.

The month's surge in manufacturing imports included vehicle parts, power generating equipment, electrical machinery, paper products, airplane parts, footwear, furniture and aluminum, the Commerce Dept. said.

Economists estimate that for each $1 billion in the trade deficit, 25,000 American jobs are wiped out.

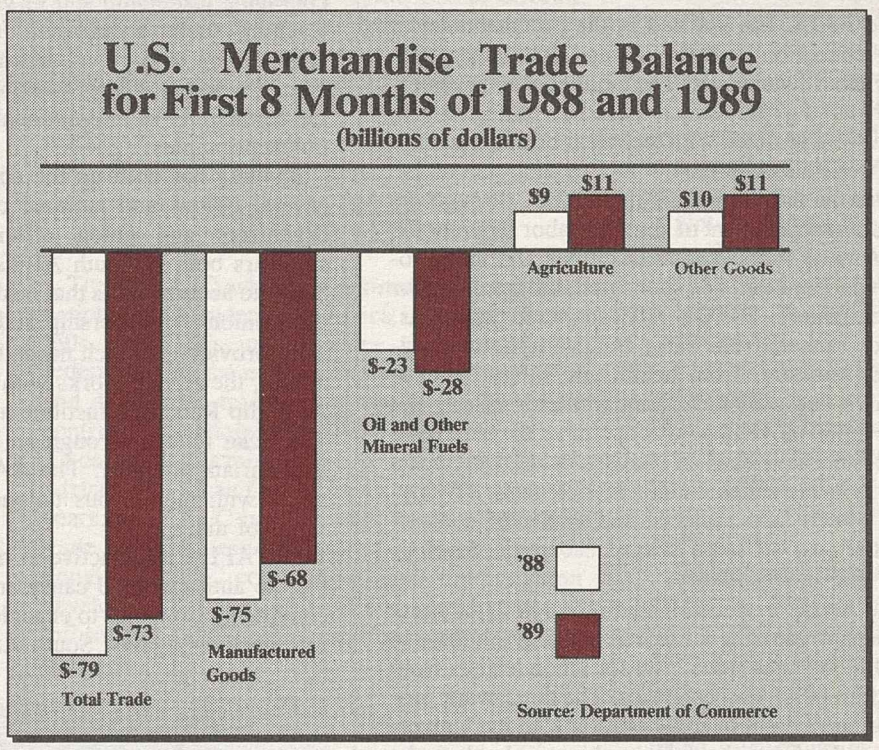
The correlation emerged with the Labor Dept. employment report for September showing a loss of 103,000 manufacturing jobs over the month. Since March, 135,000 U.S. manufacturing workers have lost their jobs, the Labor Dept. noted.

For the first eight months of 1989, imports of manufactured goods totaled $250.6 billion, an increase of $16 billion over the year-ago period. Although manufacturing exports grew by $22.6 billion over the year to $182.6 billion, the overall deficit in manufacturing goods amounted to $68 billion.

A steady rise in consumer goods imports continued in August. Textile and apparel imports reached a new high during the month. Through the first eight months of the year, imports were 13 percent above the 1988 period, pushing the deficit for textiles and apparel to $17.5 billion.

The U.S. deficit with Japan was close to the July level at $3.9 billion, despite a slight decline in auto imports. But the shortfall increased sharply with the newly industrialized Far East countries of Taiwan, South Korea, Hong Kong and Singapore—surging 23 percent over the month to $2.7 billion.

The deficit with Western Europe eased to $717 million while the imbalance with Canada ballooned to $1.2 billion, an increase of $471 million.



Statistics at a Glance

Consumer Prices

	Sept. '88-Sept. '89	Aug. '89-Sept. '89
All Prices (CPI-W)	4.3%	0.2%
Food	4.9%	0.2%
Housing	4.4%	0.2%
Medical Care	8.0%	0.9%
Energy	4.6%	–1.0%

Workers' Earnings

	Sept. '88-Sept. '89	Aug. '89-Sept. '89
Real Average Weekly Pay		
All Private Industry	–0.9%	0.3%
Manufacturing	–1.9%	–0.2%

Home Construction

Housing Starts	1986	1987	1988	July-Sept. '89
(Millions of units)	1.80	1.62	1.49	1.34*

*Annual Rate

Foreign Trade

U.S. trade deficits by country in first 8 months of 1988 and 1989

	1988	1989
Japan	$33 billion	$33 billion
Taiwan	$8 billion	$9 billion
Canada	$6 billion	$6 billion
W. Germany	$8 billion	$6 billion
S. Korea	$6 billion	$4 billion
All other countries	$18 billion	$15 billion
Total Deficit	$79 billion	$73 billion

Resources

PRINT MATERIALS

"The Emperor's New Clothes: Transit Privatization and Public Policy" reviewed Administration transportation policies over the past five years that forced commmunities to "privatize" their mass transit systems. Those actions resulted in systems that are not "in the best interests of either the nation's commuters or its taxpayers," the survey found.

The report—by transportation experts Elliott Sclar, K.H. Schaeffer and Robert Brandwein—noted that there is no evidence of a reduction in public costs. Instead, ideological belief determined funding policies, with the federal mass transit agency opting "for private contracting even when it is prima facie more expensive than public provision," the study found. Available for $8 from the Economic Policy Institute, 1730 Rhode Island Ave., N.W., Suite 812, Washington, D.C. 20036. 202/775-8810.

"Managed Trade and Economic Sovereignty," a new report by economist Robert Kuttner, warns that U.S. industries are being damaged and world commerce threatened because U.S. trade policy fails to acknowledge that most of the nation's trading partners play by radically different rules. Kuttner advocates a policy of "managed trade" that would enable all nations to protect and subsidize a portion of their domestic economies.

Available from the Economic Policy Institute, 1730 Rhode Island Ave., N.W., Washington, D.C. 20036. Single copies $8.

"Building Our Communities: Unions and Affordable Housing" is a 52-page manual outlining labor programs and initiatives to increase the supply of housing. The publication includes eight case studies, development tools, policy recommendations and other information for local unions interested working to ease the housing crisis.

Available from the Trade Union Housing Corp., 234 Cabot St., Beverly, Mass. 01915, 508/922-0166. Single copies $10, five or more, $8.

CONFERENCES/PROGRAMS

The AFL-CIO and some affiliated unions are joining in sponsoring a conference on "The United States and the United Nations: Forging a New Relationship."

The three-day session, scheduled for Nov. 9-11, will include general and group sessions on UN accomplishments and goals in protecting human rights, building world security, handling environmental concerns and other topics.

Registration materials and information are available from Kathy Morrell, conference director, National Conference on the United States and the United Nations, 1401 New York Ave., N.W., Suite 1100, Washington, D.C. 20005. 202/393-1377.

■

The Walter P. Reuther Library of Labor & Urban Affairs at Wayne State University in Detroit is offering fellowships to students at the post-doctoral level and to qualified independent researchers for the 1990-1991 school year. The grants are funded by the Rockefeller Foundation Residency Program in Humanities. The deadline for applying is Jan. 15, 1990.

Information and applications are available from Philip P. Mason, director, Walter P. Reuther Library of Labor & Urban Affairs, Wayne State University, 5401 Cass Ave., Detroit, Mich. 48202. 313/577-4003.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

VIDEOS

They'll Never Keep Us Down is a 10-minute video produced by the Mine Workers documenting the union's ongoing struggle with Pittston Coal Group. The tape is available for purchase only from the UMWA, Ms. Patty Devlin, 900 15th St., N.W., Washington, D.C. 20005, 202/842-7244. $10.

Labor volunteers go all-out in quake relief

Union crews work 15-hour days to restore services

San Francisco

Union members—thousands of whom were hard hit by the recent earthquake—are staffing cleanup crews, finding shelter for fellow unionists and joining in the relief efforts that follow the deadly quake.

Highly skilled workers—like crane operators from the Operating Engineers and bridge specialists from the Iron Workers and Carpenters—reported to their union halls the night of Oct. 17 to put disaster relief plans into immediate operation.

Photos on Page 8

In a letter to international union presidents and top officers of state and local federations, AFL-CIO President Lane Kirkland called on trade unionists to support the "California AFL-CIO Earthquake Fund" aiding the homeless and jobless in the state.

Contributions can be sent to the California AFL-CIO, 417 Montgomery St., Suite 300, San Francisco, Calif. 94104.

In Santa Cruz, the area most devastated by the quake, union relief efforts are being coordinated by President Penny Schantz of the Santa Cruz AFL-CIO. Schantz, whose home was destroyed, said unions were surveying their members to determine what assistance was needed.

A top priority is to ensure that no union members are living in shelters, Schantz said, noting that unionists in the area are temporarily housing those in need.

Schantz said preliminary estimates show that neighborhoods where working people predominantly live were very hard hit and noted that in her union, Service Employees Local 415, at least 20 members lost their homes.

Housing is the most critical need, she said, noting that even if families could afford the $1,400 monthly rents most places are charging, "there is absolutely no place for people to move into."

The Santa Cruz AFL-CIO also is working with building trades unions and the district attorney's office to offset serious price gouging by outside business contractors by notifying residents that they should contact local unions of the Carpenters, Plumbers, Electrical Workers and other trades to avoid unscrupulous firms.

Union members are working 15-hour days in the clean-up effort, with road crews, building inspectors, mental health workers—all members of SEIU—and others joining the relief campaign.

Local federations from 11 counties—including the San Francisco and Oakland areas—are coordinating efforts among their affiliates, recruiting volunteers for work crews and working with other relief agencies.

Meanwhile, relief efforts are continuing in South Carolina and Puerto Rico and the Virgin Islands for victims of Hurricane Hugo.

The Steelworkers contributed $47,500 to the Red Cross to help union members and their families still struggling in the wake of Hurricane Hugo.

Of the donation, $37,500 is earmarked for Puerto Rico and the Virgin Islands where the USWA has 6,000 members. Another $7,500 was contributed by the union to disaster efforts in San Francisco.

Contributions to both the South Carolina AFL-CIO Emergency Assistance Fund and Hurricane Hugo Relief Fund can be sent to the AFL-CIO, Room 703, 815 16th St., N.W., Washington, D.C. 20006.

Garment Corp. and Aeromexico on boycott list

Two companies—the Garment Corp. of America and Aeromexico Air Line—have been added to the AFL-CIO boycott list by the Executive Council.

Garment Corp. has been trying to get rid of the union shop and dues checkoff at a Puerto Rico plant and is refusing to bargain for a first contract at a subsidiary in Alabama, the Clothing & Textile Workers said.

Since last October, 300 ACTWU members at Cadillac Industries in Puerto Rico—a Garment Corp. subsidiary—have been working without a contract, despite a National Labor Relations Board complaint that the company had refused to bargain in good faith and had illegally laid off 58 workers. While Cadillac is profitable, the firm is demanding economic givebacks and cuts in company contributions to the insurance funds.

In Troy, Ala., 175 workers at Pike Manufacturing voted to join ACTWU a year ago. The company delayed bargaining, then rejected all proposals to improve wages and working conditions.

Pike's products include work clothes and uniforms with the Garment Corp. of America label.

Aeromexico Air Line has locked out its workforce—members of the Machinists and Teamsters—and has contracted out most of its work to scab operations.

After filing for bankruptcy protection in April 1988, the carrier laid off the entire IAM workforce and refused to pay severance pay and other compensation called for by the contract. In June 1988, when the carrier tried to resume U.S. operations, it reopened negotiations with the IAM but quickly ended the talks. After declaring it would not fly out of U.S. airports, Aeromexico began U.S. flights in September 1988 and refused to recall the IAM or IBT workers.

Aeromexico—owned by the Mexican government—operates passenger and freight service out of Los Angeles, Tucson, Miami, Houston and New York.

Newsmakers

Jack Otero, vice president of the Transportation Communications Union and president of the Labor Council for Latin American Advancement, was presented the National Women's Political Caucus's Good Guys Award on Oct. 19 for his work in expanding representation for women in labor affairs. He also heads voter registration as a vice-chair of the Democratic National Committee.

Actors' Equity presented its Paul Robeson Award to producer/director **Bill Ross** and to artist/author **Margaret Taylor Goss Burroughs.** The award recognizes service to fellow humans, respect for the dignity of the individual, freedom of expression and association and the artist's responsibility to the profession and to society.

Mark Splain, 41, is the new associate director of the Organizing Institute. He came from the Service Employees where he served as the director for its building service division, and earlier was the organizing director for the health care division. Splain headed the independent United Labor Unions which merged with the SEIU in 1984. Prior to that, he was an organizer with a number of community interest groups.

John J. Schulter, a former executive vice president and southern regional director of the Retail, Wholesale & Dept. Store Union, died at his home in Washington of Parkinson's disease on Oct. 22. He was 79. After membership in the Brotherhood of Utility Employees and the Building Service Employees Union, Schulter joined the United Retail, Wholesale & Dept. Store Employees in 1937 and served as the executive vice president until 1954. He worked at the Labor Dept.'s Bureau of International Affairs from 1961 until he retired in the mid-1970s. Survivors include a daughter, Jenny Vargen, and a son, Peter.







Aftermath of an earthquake

Union members in the San Francisco Bay area join rescue and clean-up efforts after an earthquake shattered parts of northern California. The union crews included members of Operating Engineers Local 3 who manned heavy equipment needed for rescue efforts on the collapsed freeway, Fire Fighters from Local 798 who searched for survivors and Plumbers & Steamfitters—members of Local 38—who worked to restore the city's water and sewage systems. (Story on Page 7.)

INSIDE

VOLUME 34, NUMBER 22
OCTOBER 30, 1989

AFL-CIO NEWS

1 ***Union breakthroughs at two universities***

Service Employees organize workers at the University of Massachusetts and at Hofstra, the Office & Professional Employees win accord after 39-day strike.

2 ***OCAW safety warnings ignored before blast***

Fourteen Oil, Chemical & Atomic Workers were killed or missing in an explosion at a Phillips Petroleum Co. plant where the union warned of safety hazards.

3 ***Minimum wage bill on the move again***

The House prepares to vote a new proposal to increase the minimum wage to $4.25 in two years. The labor-backed bill provides a limited training wage.

4 ***25 years of building unions in Africa***

For a quarter century, the African-American Labor Center has carried out its mission, aiding independent, democratic unions in 47 African nations.

6 ***Trade deficit surge highest for 1989***

Imports set a record in August, reaching $41.2 billion—a level that pushed the trade deficit for August to $10.8 billion, the highest level of any month in 1989.

7 ***Two firms placed on boycott list***

Garment Corp. of America plants in Puerto Rico and Alabama, and the Mexican government's Aeromexico Air Line are now on the AFL-CIO boycott list.

UNION YES

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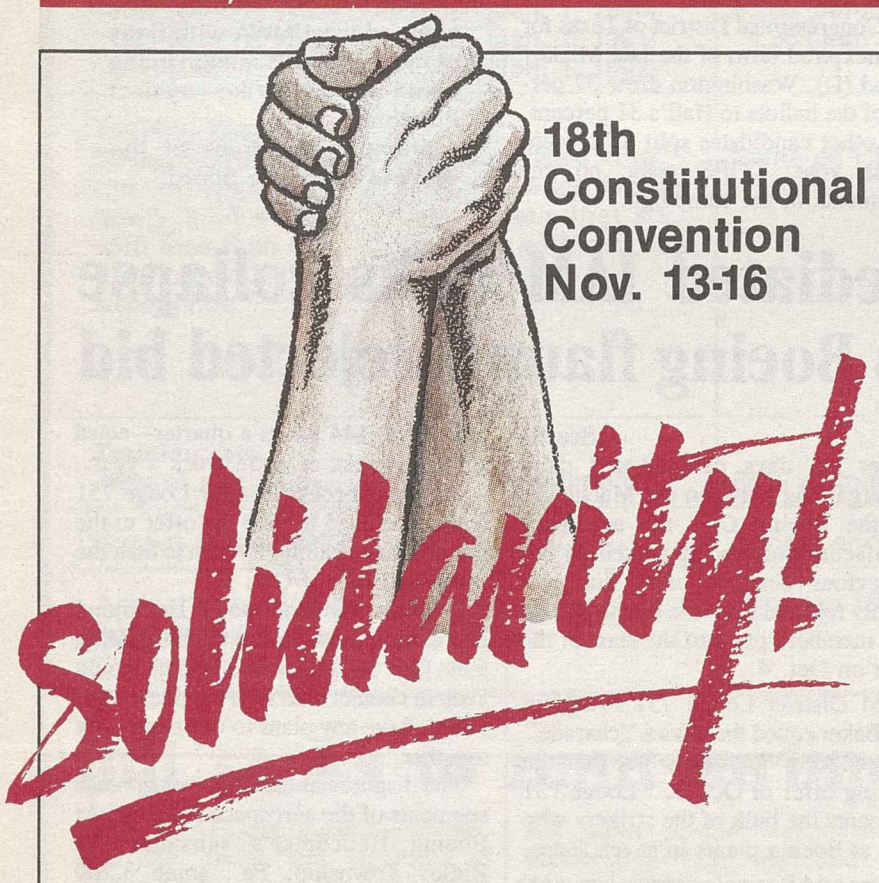
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AFL-CIO NEWS

VOLUME 34, NUMBER 23 NOVEMBER 13, 1989

LABOR IN THE '90s

A new solidarity will help trade unionists march into the next decade. Excerpts from the Executive Council report begin on page 7.



The AFL-CIO's Solidarity Convention opens Nov. 13 with all the major unions of the AFL-CIO's predecessor federations—CIO and AFL—affiliated for the first time.

Lech Walesa of Poland—whose union, named Solidarity, is changing the course of world history—speaks on the convention's second day, Tuesday.

President Bush and a Who's Who of American leadership, including the speaker of the House and the majority leader of the Senate, address delegates during the four-day convention.

New affiliations make the 1989 convention the first for the AFL-CIO with delegates from the Teamsters, the West Coast Longshoremen and the United Mine Workers. The Teamsters affiliated at the 1987 convention and the ILWU and Miners have affiliated since—as did the Locomotive Engineers and Writers Guild East, two unions which had never been part of a national labor center.

This solidarity is achieved at the 18th Convention, 34 years after the 1955 merger of the CIO and AFL and 10 years after Lane Kirkland, in his first words as AFL-CIO president in 1979, sounded the call that "all workers belong in the union of their craft or industry and all true unions belong in the American Federation of Labor and Congress of Industrial Organizations."

Immediately in 1981, the UAW started the reaffiliation parade. As of 1989, they're all back.

Congress OKs $4.25 minimum wage bill

By Candice Johnson

The Senate joined the House in voting overwhelmingly to raise the minimum wage, sending the measure to the President for signature. The increases would be the first in nearly a decade for the nation's poorest workers.

By an 89-8 vote, the Senate approved the compromise measure that would increase the minimum rate from $3.35 to $4.25 by April 1991. The bill also includes a 90-day limited training wage for teenagers in their first jobs.

A week earlier, the House adopted the bill by a 382-37 margin after the Democratic congressional leadership won a compromise agreement from the White House and a pledge to support the bill from President Bush.

AFL-CIO President Lane Kirkland said labor was delighted that the compromise measure had cleared the Senate and urged the President to quickly sign it into law.

"America's poorest workers have gone nearly a decade without a raise and this long-overdue step will give them a chance to lift themselves and their families out of poverty," Kirkland said.

Kirkland said the training wage provisions—which apply only to 16- to 19-year-olds in their first jobs—"contain adequate safeguards so the youth are not exploited and older workers are not displaced."

The training wage rate is pegged at 85 percent of the minimum— $3.35 in the first year and $3.61 in the second—and will expire in 1993 under a "sunset" clause unless Congress acts to renew it.

Under the bill, employers cannot pay the training wage to more than one-fourth of their workers at any one time, nor can workers be laid off or have their hours reduced by employers seeking to hire teenagers at the lower training wage.

The compromise also raises the exemption level for small businesses from $32,000 to $500,000 in sales volume. However, firms now exempt may not pay their employees hourly wages lower than $3.35.

The Senate rejected an amendment that would have extended training wage provisions to migrant and seasonal farmworkers and another amendment that would have prohibited Congress from adopting future increases in wages or benefits to limit costs for small businesses. Both were defeated by 64-34 votes.

Senators voting against final passage of the minimum wage increase were Republicans Jake Garn (Utah), Orrin Hatch (Utah), William Armstrong (Colo.), Jesse Helms (N.C.), Gordon Humphrey (N.H.), Connie Mack (Fla.), Don Nickles (Okla.) and Steve Symms (Idaho).

The minimum rate will rise by 45 cents in April 1990 with another 45-cent increase the following April, bringing the rate to $4.25. An earlier bill, adopted by Congress in May and vetoed by Bush in June, would have raised the minimum wage to $4.55 and provided for a 60-day training wage period. The House fell 37 votes short of overriding the veto.

About 4 million Americans are working at the minimum wage and another six million now earn less than $4. More than 60 percent are adults and nearly 70 percent are women.

Eastern measure approved, sent to Bush

In a bipartisan action, the House joined the Senate in approving a blue-ribbon panel to help resolve the crisis at Eastern Air Lines and to look into problems in the airline industry.

By unanimous consent, the House agreed to adopt the Senate's proposal for a four-member commission—with congressional Democrats and Republicans each naming two members—to investigate the eight-month-long dispute at Eastern and make recommendations within 45 days. The measure now goes to President Bush for action.

AFL-CIO President Lane Kirkland applauded the House move and urged Bush to quickly sign the bill into law. "For the President to do otherwise would strip the Administration of any pretense of fairness in this dispute," he declared.

Eastern unions—the Air Line Pilots, Machinists and Transport Workers—also called on Bush to sign the measure. "The bill has very strong bipartisan support and does not mandate any specific changes to the industry," ALPA President Henry Duffy said.

"The Administration should be as interested as anyone else in hearing the commission's findings," Duffy suggested.

The original House bill, adopted last March, would have established a presidential emergency board as called for under the Railway Labor Act. The Senate's substitute measure to create the four-member panel to review Eastern and other industry concerns was adopted in October by a 65-35 margin, with 10 Republicans joining all the Democrats. The House agreed to that measure on a voice vote.

In another development, ALPA members were awarded more than $65 million in back pay owed them by Eastern between June 1986 and July 1987. The carrier claimed that contract language providing for pay parity with other groups of Eastern workers was ambiguous, but arbitrator J. Ralph Beaird disagreed, directing Eastern to pay the 8 percent retroactive award and increase pension contributions.

In 1986, ALPA agreed to wage reductions in exchange for assurances that pilots would receive any salary increases granted to other groups of workers. At that time, IAM members were covered by a contract that provided 8 percent wage increases over three years.

ALPA's challenge was approved by the federal bankruptcy court earlier this year, but the court still must approve the arbitrator's decision.

Eastern is seeking a 60-day extension—to Jan. 12—of its deadline to offer a reorganization plan. The carrier told the creditors committee it was facing a serious cash shortfall of $200 million.

Voters favor COPE-backed candidates

Key victories gained in New Jersey, Virginia, New York

Labor-endorsed candidates ran up victories in scores of the Nov.7 off-year elections, including critical races in New York, New Jersey and Virginia.

In New Jersey, Democratic Rep. James J. Florio swept the gubernatorial contest in a landslide over Republican Rep. Jim Courter. With 99 percent of the ballots counted, Florio led 1,356,957 to Courter's 824,505. Both gubernatorial candidates represented New Jersey districts in Congress for several years. During that span, Florio piled up a 93 percent ''right'' COPE voting record; Courter voted in favor of labor issues only 31 percent of the time.

Florio takes over the seat of Republican Gov. Thomas H. Kean, who defeated Florio in the 1981 gubernatorial contest by 1,797 votes. Florio's landslide victory was instrumental in the Democrats retaking the state Assembly.

Projected results give the Democrats full control of the state government with redistricting coming up in 1991.

New York City's COPE-backed mayoral candidate David N. Dinkins defeated Republican Rudolph Giuliani by a 56 to 48 percent margin with 99.9 percent of the vote reported. The victory makes Dinkins, long-time Democratic Manhattan borough president, the city's first black mayor.

In Virginia, incumbent Lt. Gov. L. Douglas Wilder claimed the governor's mansion in a razor-thin victory over Republican J. Marshall Coleman. With 99 percent of the ballots counted in Virginia's biggest ever voter turnout in an off-year election, Wilder held a lead of 50.2 percent to Coleman's 49.8 percent. Coleman is likely to call for a recount. But if Wilder's ballot edge holds up, he will become the first elected black governor in American history.

President Bush personally campaigned for the losing Republicans in New York, New Jersey and Virginia.

Other key victories of COPE-endorced candidates included Democratic mayoral candidates Coleman Young in Detroit and Norm Rice of Seattle.

Young was re-elected to a fifth term in defeating Tom Barrow 138,175 to 87,195. Rice captured Seattle's top office with a 58-42 percent margin over Republican Doug Jewett.

Two Democrats—Craig Washington and Anthony Hall—face a runoff in the 18th Congressional District of Texas for the unexpired term of the late Mickey Leland (D). Washington drew 37 percent of the ballots to Hall's 31 percent. Nine other candidates split 32 percent of the vote. COPE made no endorsements in the campaign.

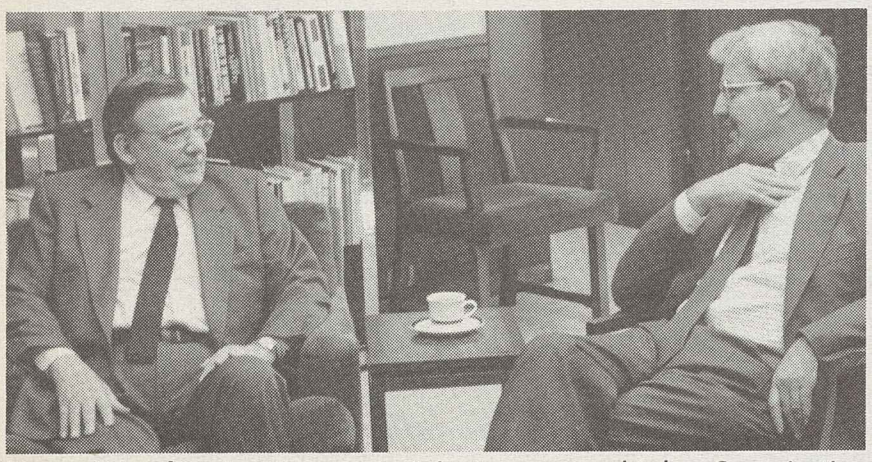
Stumping works for Jack Stump

In southwest Virginia, Mine Worker Jack Stump was elected in a landslide to the state House of Delegates. Stump, who is president of UMWA District 28 which encompasses the Pittston Group's strike-bound coal mines, collected 68 percent of the vote.

Running as an independent write-in candidate, Stump easily defeated longtime incumbent Democrat Donald A. McGlothin Sr.

McGlothin's son, Russell County Circuit Court Judge Donald A. McGlothin, had slapped the UMWA with fines of more than $25 million in the seven-month strike against Pittston.

Stump also serves of the UMWA's executive board.



Director General Michel Hansenne of the International Labor Organization confers with AFL-CIO President Lane Kirkland at federation headquarters. They discussed wide-ranging issues affecting workers around the world as well as continuing efforts to ratify ILO conventions.

Negotiations resume at Pittston

Mine Workers President Richard Trumka held a face-to-face bargaining session with Paul Douglas, head of Pittston Coal Group Inc. The meeting was held under the auspices of former Labor Sec. William Usery who is mediating the seven-month-long dispute.

More than 1,700 UMWA members set up picket lines at Pittston coal mines in Virginia, West Virginia and Kentucky last April after the company tried to slash health benefits, pensions, hours, jobs protections and safety and health.

The miners and their families have received the support of the entire labor movement, with union members trekking to ''Camp Solidarity,'' a union stronghold in southwestern Virginia, walking picket lines, organizing food and clothing collections and contributing to UMWA relief efforts.

Virginia members of the Coalition of Labor Union Women are coordinating a nationwide fundraising drive to provide Christmas toys and cheer for the more than 2,000 children of the Pittston strikers and children of 200 UMWA members who have been on strike in Sheridan, Colo., for more than two years.

The CLUW chapter, based in Roanoke, Va., is seeking to raise $100,000 to buy toys and gifts and to deliver the presents with their own Santa Claus about a week before Christmas. Local UMWA officials are distributing ''wish lists'' so children can make their requests. Contributions may be made payable to the CLUW-Miners Christmas Fund and sent to P.O. Box 5623, Roanoke, Va. 24012.

Mediated IAM talks collapse as Boeing flaunts rejected bid

Seattle

After six days of mediated daily bargaining between the Machinists and the Boeing Co., the aerospace manufacturer offered up a ''rehash'' of a previous contract offer that was soundly rejected in a vote by the 57,000 IAM members prior to the start of the strike on Oct. 4.

IAM District Lodge 751 President Tom Baker called the talks a ''charade'' that produced ''an offer worse than the insulting offer of Oct. 3.'' Lodge 751 represents the bulk of the strikers who work at Boeing plants in seven states.

Baker said Boeing's proposal on cost-of-living adjustments would have resulted in a 17-cent an hour loss to every worker and the health coverage proposal would have resulted the workers making co-payments on their HMO insurance premiums.

Wages, overtime, and pensions are the key issues in the dispute. The latest Boeing offer proposed the same hourly pay increases as the one voted down Oct. 3. The lump-sum bonus payments were sweetened by pre-paying cost-of-living adjustments.

The offer also snipped a few hours from the mandatory overtime. The previous contract required 200 hours per quarter—an amount equal to 20 extra 40-hour weeks a year.

The Oct. 3 proposal cut that to 160 hours a quarter—equal to 16 extra weeks a year. The latest offer cut the amount to 144 hours a quarter—equal to 14.4 weeks of extra work a year.

The talks broke off after Lodge 751 leaders refused to take the offer to the membership, calling it ''worse than the insulting offer of Oct. 3.''

Federal mediator Doug Hammond had called the parties to the bargaining table Oct. 30. Hammond said he would keep in contact with the two sides, ''but I don't have any plans to call them back together.''

The dispute has carried over to other segments of the aerospace industry. At Boeing Helicopter's subsidiary in Ridley Township, Pa., some 3,200 workers, represented by Auto Workers Local 1069 continued to work under a day-to-day extension of their contract, which originally was to have expired on Oct. 4.

Bargaining between IAM Lodge 720 and McDonnell-Douglas Corp. are also being extended on a day-to-day basis after the contract's expiration on Oct. 22. That bargaining covers workers at Torrence, Huntington Beach, Long Beach and Vandenburg Air Force Base in California, as well as at Cape Kennedy, Fla., and Pax River, Md.

Contract talks between IAM District Lodge 727 and Lockheed Aeronautical Systems were suspended Oct. 17 by a federal mediator for a cooling-off period. Lockheed is seeking increases in medical co-payments, elimination of COLA for some workers and to hold the line on pensions and wages.

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LEGISLATION

Comparison of Minimum Wage Proposals

Vetoed Bill HR-2	President's Proposal	New House Committee Bill HR 2710 Reported Sept. 19, 1989	Compromise Bill Passed by House Nov. 1, by Senate Nov. 8
Wage rates: $3.80 (Oct. 1, 1989) 4.25 (Oct. 1, 1990) 4.55 (Oct. 1, 1991)	$3.80 (Jan. 1, 1990) 3.95 (Jan. 1, 1991) 4.25 (Jan. 1, 1992)	$3.80 (Jan. 1, 1990) 4.25 (Jan. 1, 1991)	$3.80 (April 1, 1990) 4.25 (April 1, 1991)
Training Wage: 60-day "First Hire" training wage for newly-hired workers with less than 60 days previous experience.	180-day **"New Hire"** training wage for any employee's first six months with any new employer.	Same as HR 2	Applies to teenagers for only 90 days with first employer. A teen who changes jobs may be paid a training wage for another 90 days if training program meets criteria.
Training rate: 85% of minimum	80% of minimum	85% of minimum	85% of minimum
Sunset end of 1992	No sunset	Sunset end of 1992	Sunset April 1, 1993
Agriculture industry **not** allowed to make use of training wage.	No agriculture exclusion.	Same as HR 2.	Same as HR 2.

Bill seeks to limit airline takeovers

By a 301-112 vote, the House adopted a bill giving the Secretary of Transportation authority to block an airline takeover or leveraged buyout for safety, economic or other reasons.

The measure includes an amendment by Rep. Peter DeFazio (D-Ore.)—approved by a 271-147 vote—requiring the secretary to consider the likelihood of a major reduction in wages, benefits and employment as factors in reviewing the financial viability of the acquisition.

Another amendment, offered by Rep. Douglas Bosco (D-Calif.), would prohibit airline acquisitions by any person who has filed for protection for an air carrier under Chapter 11 bankruptcy code provisions on two or more occasions. The so-called "two-time loser "amendment—aimed at Texas Air Corp. Chairman Frank Lorenzo, who has taken several companies into bankruptcy—was approved by a 283-132 vote.

The bill gives the secretary of transportation 30 days to review the proposed acquisition of 15 percent or more of the voting stock of a major carrier. The acquisition could be blocked if the secretary determines that the sale would weaken the carrier financially or result in deteriorating safety conditions or competitiveness.

In other legislative action the Senate Labor and Human Resources Committee rejected the nomination of Debra Bowland to head the Labor Dept.'s Wage and Hour Division. The committee voted 9-6 to defeat the nomination, which was opposed by the AFL-CIO.

The wage and hour administrator is responsible for overseeing federal prevailing wage laws such as the Fair Labor Standards Act, the Davis-Bacon Act and the Service Contract Act. Bowland actively worked for repeal of the Louisiana prevailing wage statute—a law nearly identical to the federal Davis-Bacon Act—while serving as that state's secretary of labor in 1981, AFL-CIO legislative director Robert McGlotten said in a letter to committee members.

McGlotten pointed out that the AFL-CIO had not opposed Bowland's appointment to other Labor Dept. posts but stressed that "Ms. Bowland's own words show that her nomination falls appallingly short of the minimal standards of fairness required" in the wage and hour position.

Bowland claimed the Louisiana law was "extremely flawed," but she said that belief did not reflect on her ability to enforce federal wage provisions.

Nuclear weapons plant oversight assailed

A four-decade-old Dept. of Energy policy giving priority to production concerns at the nation's nuclear weapons plants while ignoring workers' health and safety came under sharp attack from union officials in Capitol Hill testimony.

Appearing before the Senate Energy and Natural Resources Committee, AFL-CIO Building and Construction Trades Department President Robert Georgine and Industrial Union Department Legislative Director David L. Mallino joined in urging that DOE be stripped of its health and safety role, with oversight responsibilities transferred to the Occupational Safety and Health Administration and the National Institute for Occupational Safety and Health.

"Inattention to basic health and safety issues has resulted in thousands of workers and their families suffering from exposure to radiation and toxic substances in the workplace and in the home through dust and fibers on workers' clothing," Georgine told the committee.

"Workplace problems in the weapons complex include antiquated facilities with poor engineering controls, inadequate protective equipment, a lack of basic training, and poor or nonexistent monitoring of worker health and exposures to radiation and toxic substances," he emphasized.

During the long period in which workers have been exposed to these hazards, Mallino said, vital data has been "cloaked in secrecy," denying essential information to Congress, the public and the workers themselves. "Because of the secrecy involved, we are only now getting some limited data on the health effects of some of these exposures."

The IUD spokesman cited evidence suggesting that workers in the Rocky Flats, Colo., facility have experienced a rate of cancer 61 percent higher than the average, adding that similar data is beginning to surface from other facilities, including abnormally high leukemia rates at the Savannah Rivers, S.C., facility.

Georgine faulted DOE and its predecessor agencies for failing to conduct comprehensive studies on the health effects on workers and for permitting "uncontrolled and unmonitored releases" of toxic substances into the atmosphere on a regular basis during the past four decades.

The BCTD and IUD called for legislation giving OSHA authority to review DOE standards to determine their adequacy and to issue new ones if necessary, and assigning one full-time OSHA inspector to each facility with investigatory and enforcement authority.

OCAW faults oil industry system in blast

By Arlee Green

The explosion at a Phillips Petroleum Co. chemical plant in Pasadena, Texas, on Oct. 23 that killed 22 persons, including 14 Oil, Chemical & Atomic Workers, could have been prevented if workers had a "right to act" to prevent such catastrophes, OCAW Vice President Robert Wages said.

Technically, the explosion was caused by iso-butane gas that leaked from a reactor and was ignited. But in testimony before a House Environment and Housing Subcommittee, Wages said the problems at the plant are "systemic" in the industry and require legislative action.

Wages said OCAW supports legislation, introduced by subcommittee Chairman Tom Lantos (D-Calif.), that would broaden categories of offenses involving worker safety that would be subject to criminal penalties. But the "final answer is right-to-act" legislation, he said, that would give broad powers to workers in refusing work that is unsafe, unhealthy or damaging to the environment.

Wages testified that the safety record at Phillips "is no worse or better than any other company. . . . These plants are inherently unsafe." The local union had repeatedly expressed its concern to Phillips about the lack of safety training for its subcontracted maintenance crews, he said. One such crew was working on the reactor shortly before the explosion.

An inadequate maintenance lock-out policy, use of subcontractor maintenance crews, a flawed reactor design, pressures to keep up production rates, and inadequate enforcement of federal job safety regulations heightened the likelihood of an accident, he said.

Wages pointed out that a fire alarm and horn are part of the emergency warning system, but that the fire alarm means contractors should evacuate, but regular employees should not. The evacuation horn used for Phillips employees did not sound. Further, barbed wire atop the fence surrounding the plant prevented workers from climbing to safety and injured those who tired.

Wages said that Phillips had eliminated one shift of workers and set up an incentive program to get experienced workers to take early retirement, while increasing the amount of overtime and contracting out.

The Occupational Safety and Health Administration had only conducted one comprehensive inspection at the plant since 1972, Wages testified. None of the previous OSHA inspections were done at the request of Phillips or the initiative of OSHA, except one in August 1989 following the death of one union worker and the injury of five others.

In that incident, subcontract maintenance workers allowed flammable solvents to leak into an adjoining work area, Wages said. They ignited and burned the workers. OSHA fined Phillips $720 for improper lockout procedures.

TWU delegates stand with Eastern pickets

Bal Harbour, Fla.

The Transport Workers convention protested the privatization of public transit systems and pledged continued support to the Eastern strikers. TWU represents the flight attendants at Eastern.

The delegates showed their solidarity with the Eastern strikers by joining them on the picket lines outside the air carrier's headquarters in Miami. Robert O'Connor and Robert D'Alfonso of TWU Local 234 in Philadelphia were arrested for crossing the street too slowly.

Convention delegates called for enactment of federal legislation that would require all the assets of airline companies as well as that of parent companies be "on the table when the carriers seek bankruptcy protection against their creditors," and urged such legislation be designed to cover Eastern retroactively.

Another resolution sought the presidential appointment of a trustee to oversee Eastern operations and urged TWU members not to patronize "Frank Lorenzo's business allies who provide his empire its life's blood."

The convention protested the efforts of Sen. Robert W. Kasten (R-Wis.) to gut the Federal Employers' Liability Act which permits railroad workers injured on the job to sue their employers. Kasten wants to eliminate this strong incentive for employers to maintain a safe workplace, and put rail employees under state workers' compensation systems.

In other resolutions, the delegates reaffirmed their support for Sec. 13(c) of the Urban Mass Transit Act that provides protection of union rights, urged passage of H.R. 145 to limit the use of foreign maintenance work on U.S. aircraft, opposed the proposed mandatory random drug and alcohol testing of transportation workers, and demanded an end to privatization of public services and to "fully allocating" costs and other accounting tricks that stack the deck in favor of private profits at the expense of public service.

The convention also approved the establishment of a five-member standing TWU Committee on Equal Rights & Liberties, whose primary goal will be to assist minorities and women. Another five-member committee will be appointed by the union president to develop "the most effective formula for the establishment of strike funds" at the local level.

The 318 delegates re-elected by acclamation the top three officers—President George Leitz, Executive Vice President Sonny Hall and Sec.-Treas. Charles Faulding—to new four-year terms. Six new vice presidents elected are: Mary Jane Barry, Miami; Harry Lombardo, Philadelphia, and Robert Fulton, James Hood, Thomas McAdam and Francis O'Brien, all of New York.

New members elected to the nine-person executive council are Ken Faulkner of Los Angeles, James Jefferson of New York and Steven L. Mowery of Indianapolis. Twelve new members were elected to the union's 23 member executive board.

AFL-CIO Sec.-Treas. Thomas R. Donahue praised the solidarity of the labor movement in supporting the Eastern strikers. He said the "stage is set for serious public debate on the question of whether mere corporate control confers on the Lorenzos of this world the right to dispossess, impoverish and oppress working men and women as they see fit."

Stressing that in other industrialized countries, workers have a genuine property interest in their jobs, Donahue said, "It is time we brought the United States to understand that we own our jobs, that we acquire a real property interest in them, and that that can't be taken away by firing us for strike activity, by trying to permanently replace us."

Other guest speakers included Rep. Glenn Anderson (D-Calif.) and Rep. Bill Lehman (D-Fla.).



Transport Workers' convention delegates join Eastern Air Line strikers picketing outside the carrier's headquarters in Miami.

ATU outlines plan to fight privatization

Anaheim, Calif.

Delegates to the Amalgamated Transit Union convention elected a new secretary-treasurer and outlined a campaign to fight privatization of transit services.

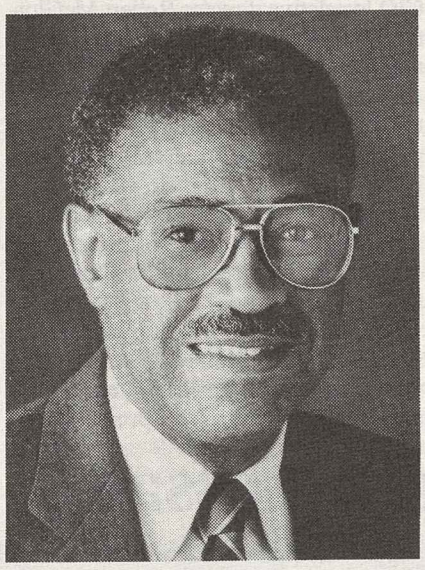
Oliver W. Green was elected secretary-treasurer by acclamation. He succeeds Raymond C. Wallace who retired.

Green has been a vice president for 14 years, working in organizing and financial areas. Earlier, he served as financial secretary and vice president of Local 1300 in Baltimore. Wallace had held the secretary-treasurer post since 1976, after serving as an ATU vice president since 1965.

President James LaSala and Executive Vice President Ellis Franklin were re-elected by acclamation.

The ATU convention was rescheduled in Anaheim after the union refused to cross Musicians' picket lines at the Las Vegas hotel site originially chosen for the session. AFM Local 369 is striking five Las Vegas casino/hotels over contract violations and the use of "canned" music.

The 500 delegates denounced government efforts to "privatize" public transit systems—in both the United States and Canada—and directed the international to begin a coordinated campaign with state and regional affiliates to block the trend. That effort will begin with a December conference.



Oliver W. Green

Speakers including Democratic Reps. Glenn Anderson (Calif.) and William Gray III (Pa.) expressed strong opposition to the federal government's privatization plans.

Delegates also examined efforts by the Canadian and U.S. governments for mandatory drug testing for transit workers and discussed job health and safety concerns.

Other speakers included Rep. Bill Clay (D-Mo.), a former member of ATU Local 788, Executive Sec.-Treas. Jack Henning of the California AFL-CIO, and President Shirley Carr of the Canadian Labor Congress.

Florida delegates address 'plight of working class'

Orlando, Fla.

Enactment of laws setting a statewide minimum wage, agency fees for union-represented non-members, and local hire requirements were called for by delegates to the Florida AFL-CIO convention.

Pointing out that more than 380,000 Floridians earn below the $4 an hour and 170,000 are at or below the $3.35 an hour federal minimum pay level, the delegates resolved to launch a referendum on a statewide minimum wage law.

The 304 convention delegates cited the "plight of the working class" that has resulted since Florida became the first state to enact a so-called right-to-work law, and urged legislation to require all members of a bargaining unit to "contribute their fair and equal share, either as union dues or an amount equal to the same for the required servicing of the negotiating agreement."

The convention also supported a local hire ordinance for all publicly funded construction projects within the state to provide employment opportunities to local workers prior to the hiring of out-of-state workers. It also urged legislation to permit payment of unemployment benefits to apprentices who attend daytime classes which cause them to lose time from work.

State AFL-CIO President Dan Miller, 12 district vice presidents and eight union vice presidents faced no opposition and were re-elected by acclamation. Sec.-Treas. Susan Wilson defeated Dan Swaford to retain her post, and Executive Vice President Joe Martin beat challengers David Suttle and Ken Cooper.

Winners in the five-way race for three vice-president at-large seats were Charles Spencer, Mike Ruano and Sallie Richardville.

President Frank Ortis of the IAM's Florida State Council, and Mike Moffitt of the Air Line Pilots reported to delegates on the Eastern Air Lines strike, after which a collection raised $1,325 for the strikers. Mine Workers Regional Director Eddie Burke told the convention about the UMWA's strike at Pittston and Farm Workers Vice President Arturo Mendoza thanked delegates for their support of the UFWA's grape boycott.

Guest speakers included state Democratic Party Chairman Simon Ferro, state Sen. George Stuart, Attorney Gen. Bob Butterworth, state Senate President Bob Crawford, state Comptroller Gerald Lewis, New York AFL-CIO President Ed Cleary and Charlie Harris, president emeritus of the state federation.



Homer is dethroned, Virgil vindicated as AFL-CIO headquarters mural is revised by Thomas McQuaid, business manager of Tile Layers, Mosaic & Terrazzo Workers Local 3 of the Bricklayers.

Labor corrects poetic injustice

A wrong has been righted, a Latin poet has received credit misdirected to a Greek and visitors of literary bent will no longer feel obliged to set the AFL-CIO straight on who said what.

Labor omnia vincit—roughly "work overcomes all obstacles"—has been a guiding precept of the American labor movement since at least 1888. It wasn't new then—it had been quoted off and on in democratic-farmer-labor circles since before the Christian era began.

Those three words, from Book I of the Georgics, the Roman poet Virgil's account of life on his Sabine farm, first appear, without attribution, on the title page of the American Federation of Labor's 1888 convention proceedings, edited by Samuel Gompers. Thereafter they became a standard feature on AFL publications and stationery.

All went well until 1972, when the new 17-by-51-foot mosaic mural labeled "Labor omnia vincit —Homer" was unveiled in the lobby of the AFL-CIO's newly enlarged headquarters building.

"We have no idea how the words came to be attributed to Homer, instead of Virgil," says AFL-CIO Education Director Dorothy Shields, "but an amazing number of the union members have made it clear they know better. Justice has been served."

Nevada governor pushes for Vegas music settlement

Lake Tahoe, Nev.

The Nevada State AFL-CIO urged enactment of postcard voter registration system to increase participation in Nevada elections.

Delegates to the 33rd State AFL-CIO convention in September called for several other actions by the 1991 state legislature, including a request for family leave for employees when there is a serious illness in the family and adequate child care benefits for workers.

Other resolutions adopted by the 200 delegates were in support of the striking Musicians and their effort to keep live music alive and well in Las Vegas and continued assistance to Culinary Workers and Bartenders who work in union-busting hotels.

One speaker at the convention, Gov. Bob Miller, told delegates that he has become "directly and emotionally involved 'in trying to resolve the Musicians' strike in Las Vegas. Miller explained his direct role in strike negotiations between hotel executives and Musicians came about by union request.

"The exchange between labor and management. . . must include movement and must offer substantive discussion on both sides," Miller said.

Nevada AFL-CIO Executive Sec.-Treas. Claude Evans termed the governor's role courageous.

Wyoming allocates 10 cents to public relations, Union Yes

A 10-cent per capita increase to cover public relations efforts, including a Union Yes campaign, was approved by delegates to the Wyoming State AFL-CIO convention in August.

Executive Secretary John Faunce said the campaign will have many components and should "increase public awareness of unions in Wyoming and the kind of work they do." Faunce said 45 Union Yes TV spots have already been purchased in conjunction with the state Building Trades Council, which will air during prime time, sporting events and news hours this fall.

President Neil Tyree and Faunce were re-elected to two-year terms, along with Faunce and the executive board.

Wyoming Governor Mike Sullivan addressed the convention, which also took note that the current Wyoming legislature includes five union members—four representatives and one senator.

Utah pushes for exemption from tax on retiree income

West Valley City, Utah

Exemption of retiree income from the state income tax is "economically wise, it's popular and it's the fair thing to do," Utah AFL-CIO President Ed Mayne told delegates to the federation's convention.

Mayne pointed out the AFL-CIO was first to suggest to the governor and legislators that all state, federal, postal, military and private retirees be exempted from paying state income tax on their retirement income.

The 128 delegates and more than guests at the one-day convention also heard recent figures proving that it still pays to be union. AFL-CIO Regional Director Steve Bieringer said the average union worker makes $4.70 an hour more than his non-union counterpart, including both wages and benefits.

Convention delegates also passed a resolution commemorating the life of Joe Hill.

Montana launches associate membership program

Helena, Mont.

The Montana State AFL-CIO convention pledged a "bold new associate membership program," that would welcome non-traditional workers not covered by union contracts.

Montana State AFL-CIO Executive Secretary Jim Murry said the new program should open up membership in the state federation to "anyone in the state" who shares our concerns and our dreams, but who does not have union representation in the workplace."

Murry said the program may include homemakers, retirees, farmers, ranchers, senior citizens, members of activist groups and others. The federation would provide services such as low-cost basic health care and other potential benefits, even when collective bargaining services cannot be provided.

Other issues addressed by the delegates included a state sales tax, which delegates opposed with a resolution calling it "unfair and regressive"; a wide variety of anti-labor actions and political attacks on labor which were summed up in a resolution condemning a "bad worker climate in Montana." Another resolution warned union members to avoid getting involved with any Moonie front organizations, like Montana's American Freedom Coalition which is run by the Unification Church.

Delegates heard from Jim Baker, AFL-CIO European Representative, who said workers around the world are rebelling against repressive laws and practices that subsidize exports at the expense of workers.

"The first victims of governments practicing protectionism through misery are the workers in those countries," Baker said. "It is they who, through the forced sacrifice of their rights, health and lives are subsidizing the prices of exported goods."

Iowa calls for repeal of open shop law

Waterloo, Iowa

The Iowa AFL-CIO convention called for repeal of the state's compulsory open shop law and expansion of the bargaining rights of public employees.

The 220 delegates to the three-day convention urged that public employees be allowed to bargain on sick leave, severance pay, minimum staffing levels, the percentage of state payment to the employees' retirement fund and issues surrounding discipline and discharge.

Another resolution on infectious disease notification backed free vaccines for fire fighters, rescue workers and medical personnel, adequate protective clothing and notification of when a worker has been exposed to a communicable disease.

Other resolutions supported spending limits on political campaigns and public financing of campaigns, health care for all Iowans, and backed labor's work with the Human Needs Advocacy Group. The convention reaffirmed its support for the right of people under the workers' compensation system to use the doctor of their choice.

President James J. Wengert and Sec.-Treas. Mark L. Smith were re-elected to new terms.

Also elected were two new vice presidents—Leslye Gray of the Communications Workers and Howard Smith of the Postal Workers.

Among the guest speakers were Sen. Tom Harkin (D-Iowa), Rep. David Nagle (D-Iowa) and National COPE Director John Perkins.

Oregon raises per capita, studies workers memorial

Portland, Ore.

Oregon AFL-CIO convention delegates approved a five-cent increase in the per capita rate to 56 cents and directed the state federation to explore ways to establish a workers' memorial in the state.

The three-step per capita rise went into effect Oct. 1 with a three-cent increase, to be followed by increases of one cent in 1990 and 1991.

President Irvin H. Fletcher and Sec.-Treas. Steve Socotch were re-elected without opposition.

The 400 delegates also directed the state federation to draft a comprehensive workers' compensation measure—to counter an alternative proposed by the business community.

Right-to-workers whine they're 'judicially mugged'

Strongly worded appeals court decision in Illinois let stand by Supreme Court

By Arlee C. Green

A decade of widespread efforts by the National Right to Work Committee aimed at undercutting the ability of unions to represent workers has cost the corporations and businesses that help fund the committee tens of millions of dollars, while producing very little, the AFL-CIO Executive Council said.

In 1980, few could have predicted the wholesale takeover of government by political forces intent on emasculating the advances of workers and their unions. Yet with all that help, the RTW Committee sold only one state on its message.

It is ending the decade railing about the Bush Administration's appointments to the National Labor Relations Board and elsewhere—"again painting itself as a fringe group interested only in fund-raising and totally incapable of any constructive contribution to American labor-management relations," the council said in its report to the federation's biennial convention.

The truth of that widely shared view appeared recently in an important court decision on the agency fees some nonmembers pay for AFSCME services in an Illinois state employees unit.

The truth does hurt, so claimed the Springfield, Va.-based National Right to Work Legal Defense Foundation when it petitioned the Supreme Court over the comments of a federal appellate court judge. The RTW group charged it was "judicially mugged" and its reputation "sullied." The Supreme Court was not swayed, flatly refusing to hear the appeal.

Judge Richard A. Posner of the 7th Circuit U.S. Court of Appeals found that the foundation was "trying to hamstring the union," and that it could best represent only workers who are "hostile to unions on political or ideological grounds," and want "to weaken and, if possible, destroy the union."

A RTW foundation attorney represented nine state workers in challenging the agency fee set by an AFSCME local. But after Judge Posner's ruling, the foundation itself petitioned to intervene in the case, saying the judge had made the finding that the RTW foundation is "evil" without according it due process of law.

AFSCME's brief to the high court termed the RTW group's "extraordinary petitions" as "all sound and fury and no legal substance."

Judge Posner, in his ruling, had emphasized that it took just one person to challenge the adequacy of the local's notice explaining the agency fee formula. He noted that "there will always be a least one whether or not the notice is informative; the National Right to Work Foundation will see to that, you can be sure."

The workers' suit sought class action status, a preliminary injunction to block dues collection, and a refund, with interest, of all fair share fees collected since 1985—more than $6 million. They called it "restitution," but the judge called it "a severely punitive remedy the plaintiffs seek, not one properly described as restitution at all."

In upholding the local's extremely detailed agency fee notice for 1987, Posner said that "in objecting to the notice, the plaintiffs and the National Right to Work Foundation are merely trying to hamstring the union."

He stressed that the complainants had actually benefitted in 1985 when the union undercharged them, and the 1 percent they were overcharged in 1986 was refunded. In effect, they "got something for nothing, thanks in part to the defective notices of which they complain," Posner said.

That is the gist of message the RTW group peddles. With a right-to-work law in place, workers can get something—the power of union representation—for nothing, pushing off the costs to their fellow workers.

The zealousness of employers during the early Reagan years in trying to hamstring union organizing and in demanding contract givebacks served to galvanize the resolve of workers to fight back in the later half of the 1980s.

And the varnished rhetoric of the RTW Committee drew less attention, as did the issue itself. Indeed, in 1985, Reagan's Labor Secretary William E. Brock said, "Right to work is an irrelevancy."

For those 21 states with right-to-work laws on the books, the issue still remains a factor in the paychecks of every worker in those states. Seventeen of the 21 fell in the bottom half when states were ranked by per capita income in 1988. The average per capita income for the RTW states in 1988 was $14,556 compared to $17,462 for the non-RTW states—a difference of 20 percent.

"The National Right to Work Committee and its allies continue their campaign to reduce wages," the AFL-CIO Executive Council said, adding that "as long as there is a right wing and a greedy corporate community, attempts will be made to advance 'right to work' laws."

The council emphasized that workers' best line of defense remains on the local level. In the political arena, this means continued labor attention to the organization of effective legislative action committees, member-to-member programs, updated educational materials, special training sessions for state and local central body officers and adequate campaign financing.

"Labor must also concentrate on developing allies in our local communities both in the secular and religious spheres who share our vision of an America in which working people can advance," the council said.

It added that the willingness to reach out to our potential allies and explain the importance of the union movement will be indispensable to the future of our communities and our families.

Nebraska OKs 5-cent increase, re-elects officers

Omaha, Neb.

The Nebraska AFL-CIO convention approved a five-cent per capita increase, restructured the makeup of its executive council and re-elected its top officers and four new vice presidents.

The 237 delegates raised the monthly per capita to 50 cents, with 45 cents designated for the general fund, up from 40 cents, and the remainder to the COPE fund.

State AFL-CIO President Gordon McDonald and Sec.-Treas. Ken Mass were re-elected to new four-year terms, as were 11 incumbent vice presidents. Four new vice presidents are Bill Arfmann, AFSCME Local 61, Lincoln; Alan Cornish, Machinists Local 602, Norman Sunderman, Laborers Local 1140, Omaha, and Jerry Younger, Teamsters Local 554, Omaha.

The convention approved a restructuring of the federation's executive council that added two new positions. The new council has four area and 11 at-large vice presidents. Union retiree clubs will send a fraternal delegate to future conventions.

Rhode Island sets legislative agenda

Providence, R.I.

The Rhode Island AFL-CIO approved a legislative agenda that called for higher workers' compensation and jobless benefits, increased funding for adult education and establishment of a job preservation fund.

The state federatin's legislative agenda calls for increasing jobless benefits from 67 percent of the state's average weekly wage to 85 percent ($257 to $327), extending benefits to 39 weeks for workers enrolled in training classes, and allowing strikers to collect benefits under certain conditions.

The convention's 352 delegates also participated in workshops on employee assistance programs; art, culture and the American market; how state AFL-CIO programs benefit local unions; health and safety issues for the 1990s, and an open forum with the state federation officers.

Delegates re-elected the state federation President Edward J. McElroy Jr. and Sec.-Treas. James F. Kiley by acclamation. New members elected to the

Convention speakers included Sen. Claiborne Pell (D) National COPE Director John Perkins.

Vermont delegates march with NYNEX picketers

Rutland, Vt.

A show of support for Electical Workers on strike against New England Telephone (NET/NYNEX) gave delegates to the Vermont State Labor Council AFL-CIO convention a chance to stand together in solidarity on the picket line.

The almost 100 delegates recessed the convention to march with picketers. They also gathered financial contributions for them.

State AFL-CIO President Ralph E. Crippen was re-elected to a second two-year term. Florence Stancliffe of AFSCME was elected secretary treasurer to succeed Wendell Pelkey, who stepped down for health reasons.

Delegates also supported a state plant closing law. The federal law covers work sites which employ 100 or more workers—only 18 percent of the Vermont workforce.

The resolution asks for a state law which protects workers at companies employing 25 or more which would cover 67 percent of the workforce in the state.

Speakers at the convention included Sen. James Jeffords (R-VT), freshman Congressman Peter Smith (R-VT) and Lt. Gov. Howard Dean. Dean, a physician, made a plea for a national health care plan.

Texas delegates bid farewell to Hubbard after 16 years

Austin, Tex.

Texas AFL-CIO convention delegates bid farewell to their president Harry Hubbard on his retirement, pledged to stand "united for '90" and sent cash support to the workers at Eastern.

The convention theme, United for '90, was echoed by former Sec.-Treas. Joe Gunn, who became president without opposition and Jackie St. Clair, former executive secretary of the Texas Building Trades Council, who succeeded Gunn as secretary-treasurer.

AFL-CIO Sec.-Treas. Thomas R. Donahue praised Hubbard's leadership and said that in organizing, political and legislative work, "Harry has written some new chapters in labor's how-to-do-it book, even in the area of foreign trade and international relations." Hubbard presided over his final convention after 16 years as president and 45 years in the Texas labor community.

Delegates heard from a host of labor and political luminaries, including CWA President Morton Bahr, State Treasurer Ann Richards, A. Philip Randolph Institute President Norman Hill, Democratic National Committee Chairman Ron Brown and Al Montoya, Executive Director of the Labor Council for Latin American Advancement.

The 640 delegates donated more than $1,000 to the Eastern Airlines strikers and pledged more. They also voted to keep the current two-year terms for officers.

Washington honors five top legislators

Everett, Wash.

The Washington AFL-CIO convention tapped five members of the state legislature to share a new "Legislators of the Year Award," and held three workshops and a panel on the strikes of 1989.

The state federation opposes any attempt to impose restrictions on access to safe, affordable abortions for all women, regardless of income.

In the first presentation of the "Legislator of the Year" awards, the federation cited the efforts of Sen. Patty Murray, a member of the Teachers; Rep. Shirley Rector, a Steelworkers' member; Rep. Max Vekich, a Longshoremen's & Warehousemen's member; House Speaker Joe King and Sen. Bill Smitherman.

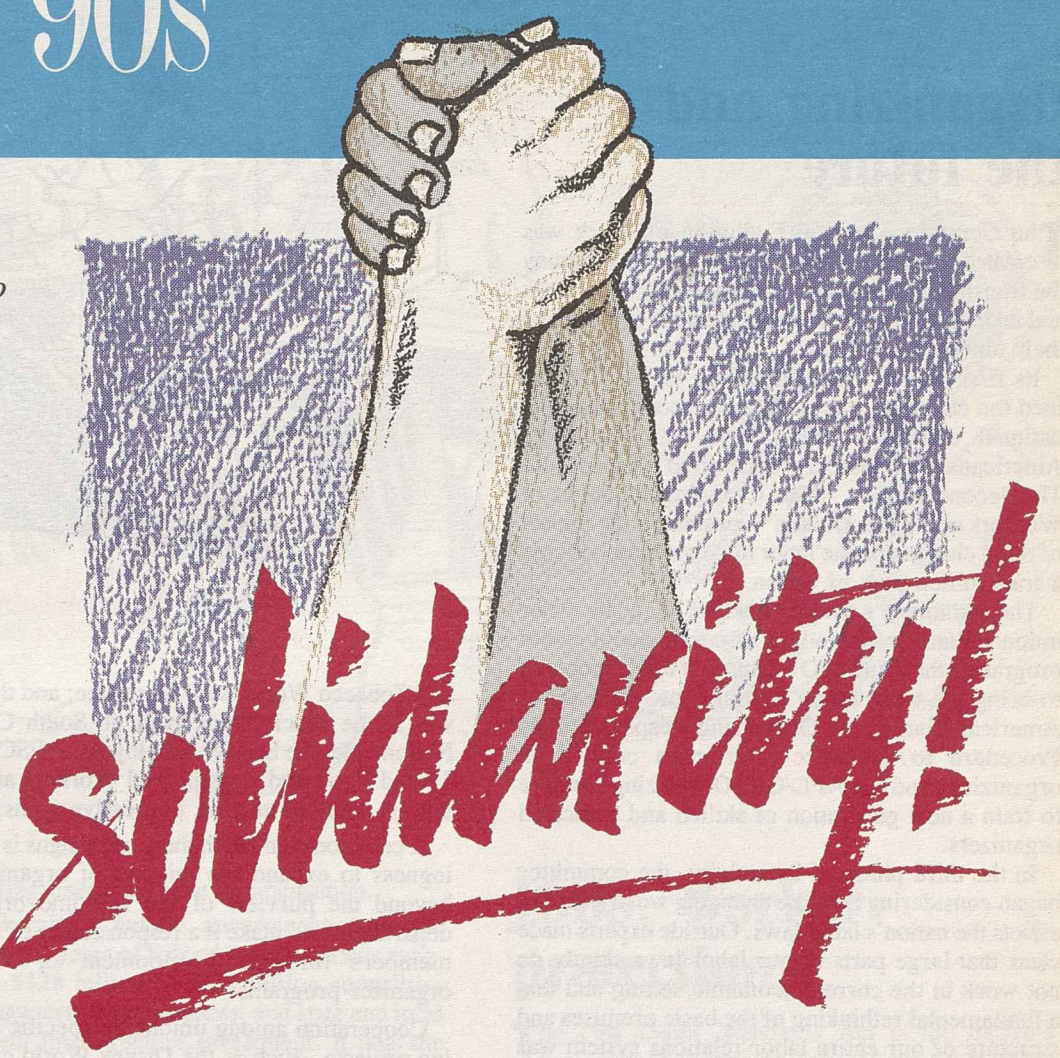
A "Summer of '89" labor panel discussed contract disputes in the state, including the ongoing strike by 57,000 Machinists at Boeing Co., the Food & Commercial Workers successful 18-week strike by 10,000 members against several regional grocery chains; the four-week hospital strike by Service Employees District 1199 West and an potential strike by Electrical Workers Local 77 linemen against Puget Power Co.

President Lawrence Kenney and Sec.-Treas. Al Brisbois and all but one vice president ran unopposed for reelection to new two-year terms. In the one contest, the mail ballot referendum results will be announced in early December.

The delegates also reaffirmed their support for state plant closing legislation covering work sites of 25 workers or more and increasing the advance notice to 120 days.

LABOR IN THE '90s

Excerpts from the AFL-CIO Executive Council report to the 1989 AFL-CIO Convention:



The new solidarity

Under the banner of solidarity, at home and throughout the world, labor is on the march to assert the right of all workers to a fair share of the wealth they help create and to secure justice and dignity in the workplace and throughout society.

The accelerating pace of technological, economic and social change has challenged U.S. working people and their unions as never before in our history. Scientific progress and economic competition have wrought a new age in which vast amounts of capital can be moved at the mere push of a computer button without regard to national borders or human values. Most recently, development of long-term productive capacity has given way to finance-driven orgies of speculation and arbitrage, while failing to produce a single new factory or job.

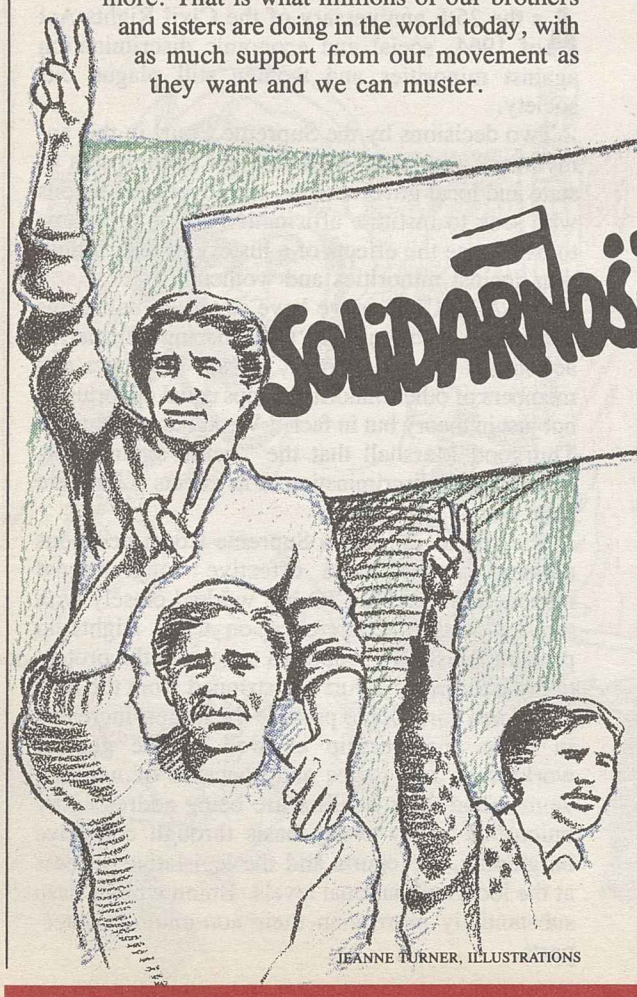
The blind and foolish pursuit of the siren "free trade" converted the United States from a net exporting nation into one with a trade deficit running $100 billion to $150 billion a year.

Trade unionists know what it's like to be forsaken by society's ostensible institutions of fairness and objectivity. Our efforts in the courts have been rewarded with the further vitiation of our right to strike and the sanctification of scab labor. We have seen the National Labor Relations Board loaded with the agents of anti-union employers.

If we are to advance in this hostile climate, there is only one way for trade unionists to turn, and that is to each other. Throughout the history of organized labor, we have achieved genuine progress for working people whenever we have put aside differences and continued the principles of solidarity in which our movement is rooted.

A new spirit of global solidarity has placed trade unionism at the head of an international movement for democracy and human rights.

The only way to know the potential of democratic development is to test the limits, to keep defending our gains in worker rights—and to push for more. That is what millions of our brothers and sisters are doing in the world today, with as much support from our movement as they want and we can muster.



JEANNE TURNER, ILLUSTRATIONS

From various outposts around the world, the message of our age is the same. Dictatorships are not merely cruel and inhumane, they are socially unjust and economically inefficient. The AFL-CIO has always rejected the concept that democracy is a luxury that only the established industrialized nations can afford and that for developing nations, democracy is an impediment to economic growth.

Solidarity around the world

Just as the economic interests of workers are more and more linked in a global economy, so too are their basic rights and security. In such a context, the AFL-CIO is proud of its record of steadfast assistance to unions around the world that are struggling to build free unions and democratic societies.

Throughout the world, events continue to underscore the fact that without the capacity to associate freely and create their own institutions and organizations, men and women have no means of defending freedom of expression, freedom of assembly, and freedom of religion. They are powerless to form political parties, change their governments, or assure respect for the rule of law. Conversely, the erosion of any of these rights threatens freedom of association, and so free trade unionism itself.

For the AFL-CIO, there is a single standard for assessing states and societies: to what extent do they respect freedom of association? From this standpoint we are consistent in denouncing with equal fervor those on the right who deny freedom of freedom of association in the name of fighting communism and those on the left who justify it in the name of fighting capitalism. We utterly reject the notion that freedom of association and worker rights are conditional on who owns the means of production.

From various outposts around the world, the message of our age is the same. Dictatorships are not merely cruel and inhumane, they are socially unjust and economically inefficient.

The AFL-CIO has always rejected the concept that democracy is a luxury that only the established industrialized nations can afford and that for developing nations, democracy is an impediment to economic growth. This monstrous fallacy has often been used by apologists to rationalize the denial of trade union rights by Third World tyrants.

14,158,000 members in October

In the 24-month period since the 1987 convention, the federation's 90 affiliated unions paid average monthly per capita taxes on behalf of 13.556 million members—854,000 more than in the 1885-87 period.

For the first nine months of 1989, AFL-CIO unions paid per capita on an average of 14.055 million members. In addition, during October, the United Mine Workers of America paid per capita on 100,000 members and the Writers Guild East paid per capita on 3,200 members, giving the AFL-CIO a total of 14.158 million members in October 1989. Eleven affiliated unions pay a reduced monthly per capita tax on 395,114 additional associate members. Unions in the service and public sectors—where the nation's job growth is taking place—recorded significant membership increases.

Since the 1987 convention, the United Mine Workers and the United Transportation Union affiliated with the federation, after the Teamsters affiliated at that 1987 convention. During that same period, charters were issued to the Longshoremen's & Warehousemen's Union, the Locomotive Engineers, and the Writers' Guild East.

Those new charters plus four successful mergers gave the AFL-CIO 90 unions.

The following table shows the total paid membership of the AFL-CIO for the year 1955 and subsequent two-year periods. The 1989 figures are based on the two-year period ending June 30, 1989. The totals are expressed in thousands of members.

Period	Membership	Period	Membership
1955	12,622	1973	13,407
1957	13,020	1975	14,070
1959	12,779	1977	13,542
1961	12,553	1979	13,621
1963	12,496	1981	13,602
1965	12,919	1983	13,758
1967	13,781	1985	13,109
1969	13,005	1987	12,702
1971	13,177	1989	13,556*

* AFL-CIO affiliated unions paid per capita on an average of 14,055,000 members for the first nine months of 1989. In addition, during October, the United Mine Workers of America paid per capita on 100,000 members and the Writers Guild of America, East, Inc., paid per capita on 3,200 members, giving the AFL-CIO a total of 14,158,000 members in October 1989. Eleven affiliated unions pay a reduced monthly per capita tax on 395,000 additional associate members.

Organizing and the future

The Committee on the Evolution of Work was created by the Executive Council in 1982 to study the transformation occurring in the nature of work and its implication for working men and women and their unions.

Its first report, ''The Future of Work,'' examined the changing job market and recommended a national economic policy that will enable all Americans who wish to work to find a decent job. The second report, ''The Changing Situation of Workers and Their Unions'' considered the impact of these changes on the labor movement and offered a trade union plan of action.

The committee's work has helped stimulate major union initiatives, including associate membership programs, the AFL-CIO ''Union, Yes!'' campaign to bring the trade union message into millions of American homes, the Organizing Responsibilities Procedure to minimize inter-union conflict in organizing, and the AFL-CIO Organizing Institute to train a new generation of skilled and dedicated organizers.

In the third phase of its activity, the committee began considering how the changing work situation affects the nation's labor laws. Outside experts made clear that large parts of our labor laws simply do not work in the current economic setting and that a fundamental rethinking of the basic premises and structure of our entire labor relations system was in order.

The committee's work provides a sound starting point for a thorough-going reform of the labor law, currently stymied by the national political situation. With the laws originally designed to protect the right to organize riddled with weaknesses, employers—with tacit NLRB approval—can use delaying tactics and sophisticated campaigns of fear, harassment and intimidation to prevent workers from exercising that right.

Despite that hostile climate, unions of the AFL-CIO organized more workers in 1988 than in any other year since 1981 and there are encouraging signs that the desire of workers to organize remains as strong as ever. Recent experience shows that unions that allocate extensive resources to specific organizing goals and use innovative methods to recruit new members are finding great success in areas of the country that have been typically portrayed as anti-union.

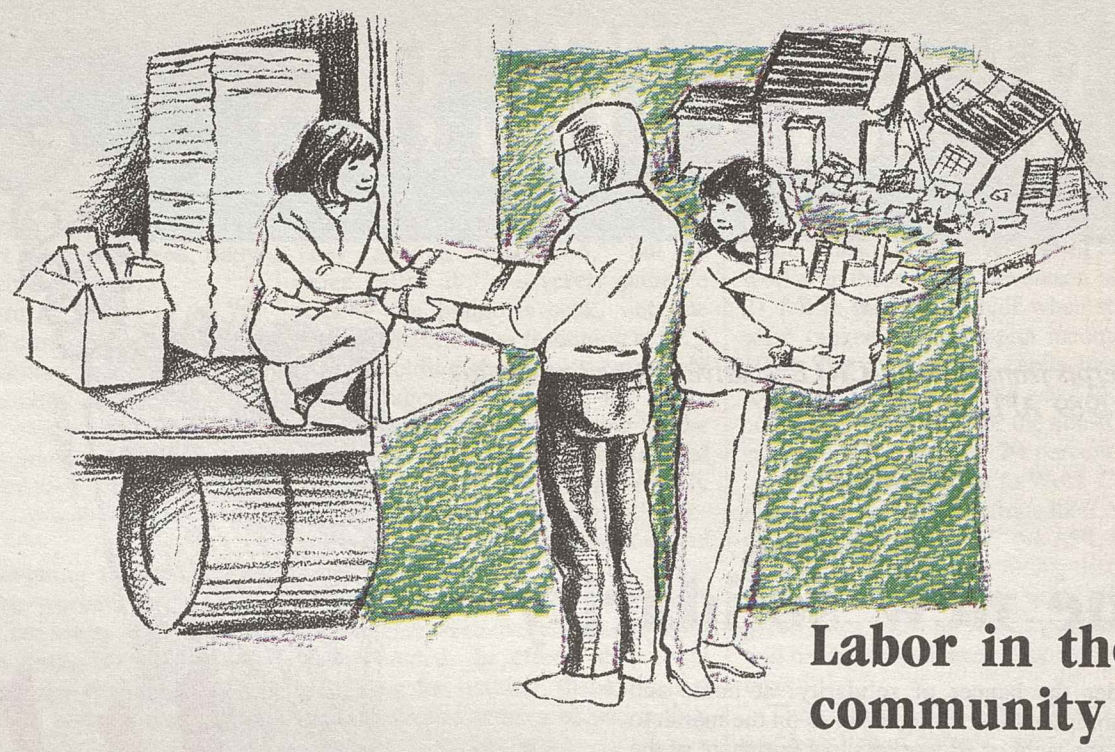
Examples include the Clothing and Textile Workers Union victories at large plants in Mississippi, Virginia and Georgia; the organizing successes of the IUE and the Bakery, Confectionery and Tobacco Workers in Tennessee; and the UAW win at the Mack Truck plant in South Carolina. Nationwide, the Service Employees, AFSCME, the United Food and Commercial Workers and other unions continue to post impressive gains.

A common element in these campaigns is the willingness to expand the mission of organizing far beyond the purview of the full-time organizing department and make it a responsibility of all union members through development of volunteer organizer programs.

Cooperation among unions on specific organizing projects—such as the Disney World campaign by the Teamsters, Service Employees, UFCW, Stage Actors and Hotel and Restaurant Employees—has proven its worth. Such efforts include sharing of staff, conducting of joint training programs, and inter-union pooling of volunteers.

To aid such cooperation among unions, the federation is assuming a central role in programs that enhance labor's ability to organize through the new AFL-CIO Organizing Institute. Created by the Executive Council in May 1989, the new institute will build on previous work done by the AFL-CIO and its affiliates to understand the science of organizing, and will work with the departments and affiliates on organizing effectiveness.

Since immigrant workers are among the groups most interested in organizing and most supportive of the labor movement, the California Immigrant Workers Association has been established. Currently with 3,000 members, the association has been a source for leads in 27 successful organizing campaigns.



Labor in the community

Community services focuses on helping union members with health and social services problems, with local liaison and labor agency staff in network cities handling approximately 600,000 requests for help per year.

Requests for food were a disturbing 60 percent of the total, with financial needs running second, followed by education assistance to formerly employed workers. Other projects covered the spectrum from AIDS education and asbestosis claims through crime prevention, food banks, aid to the homeless and literacy.

The yield from the semi-annual AFL-CIO/Red Cross blood drive totaled 257,000 units in calendar 1988. That shows steady growth. The yield from the January phase grew from 114,000 units in 1988 to 154,000 in 1989. The project goal for 1990 has been set even higher, with a special effort launched for minority group involvement.

The effort by trade unionists in the 1989 disasters of Hurricane Hugo and the California earthquake are a point of pride—even though that story remains largely untold.

Long before alcoholism and drug abuse received national attention, the AFL-CIO and affiliates were promoting prevention and rehabilitation programs in the workplace and the community. As the dimensions of the problem have grown, the labor movement has redoubled its efforts to prevent drug use and to become involved in both employer-based and community-based treatment programs. These vitally important activities will be continued and expanded through both collective bargaining and community services.



Extending the appeal with Union Privilege Benefits

In its three years of operation, the Union Privilege Benefit programs has demonstrated, once again, that by working together in a unified effort, unions are best able to advance the interests of their members.

Through its ability to marshal the collective purchasing power of 14 million union members and their families, Union Privilege has succeeded in developing a series of high-quality benefits and services at reduced costs. These six benefits—low-cost credit cards, legal services, life insurance, a prescription drug plan, a travel program and a money market account plan—have met with the overwhelming approval of union members.

This program serves the needs of members at home as well as in the workplace and is a valuable tool for attracting new members and retaining those who leave their organized jobs. In so-called ''right-to-work'' jurisdictions, membership benefits can play a powerful role in persuading those represented by a union to join that union. And in workplaces in which there is not yet majority support for union representation, the program can provide the foundation for recruiting sympathetic employees to join the labor movement as associate members.

Equal rights for all

As the 25th anniversary of the Civil Rights Act of 1964, social and economic discrimination against minorities and women still plague our society.

Two decisions by the Supreme Court in this anniversary year erect high barriers in the paths of state and local governments, employers and unions who seek to institute affirmative action programs to overcome the effects of a history of discrimination against minorities and women.

The AFL-CIO, as we have stated on numerous occasions, is committed ''to furthering affirmative action that ensures women, blacks, Hispanics and members of other minority groups equal opportunity not just in theory but in fact.'' We agree with Justice Thurgood Marshall that the ''battle against pernicious racial discrimination or its effects is nowhere near won.''

The recent, mistaken Supreme Court decisions demand a swift and effective congressional response. The AFL-CIO has worked closely with the Leadership Conference on Civil Rights to prepare legislative proposals to restore the protection the Supreme Court has stripped from the law.

Women continue to provide the largest increases in union membership as well as the general workforce. The issues and concerns of working women and their families are being addressed by unions on a day-to-day basis through collective bargaining, the courts and the legislative process at the local and national levels. Union women earn substantially more than their non-union counterparts.

JOBS: The economic climate

Economic growth and social justice remain key problems for the American economy. Trickle-down economics and shortsighted, greedy, profits-at-any-price business priorities continue to dominate the nation's major economic policy decisions.

As a result, many American workers and their families fail to share in the economic gains accruing to big corporations and to a relative handful of the rich. The economic expansion of the past seven years has lifted the living standards of those already at the top of the income ladder, but middle America has seen little or no improvement, and those at the bottom are worse off than they were in 1979.

Meantime, fundamental issues—education, training, civil rights, poverty, housing, public facilities—are pushed to a back burner out of a misguided fear of raising the federal budget deficit.

To avert a tragedy from an economic downturn, the nation needs to act now to reverse the policies of the past and improve prospects for all Americans.

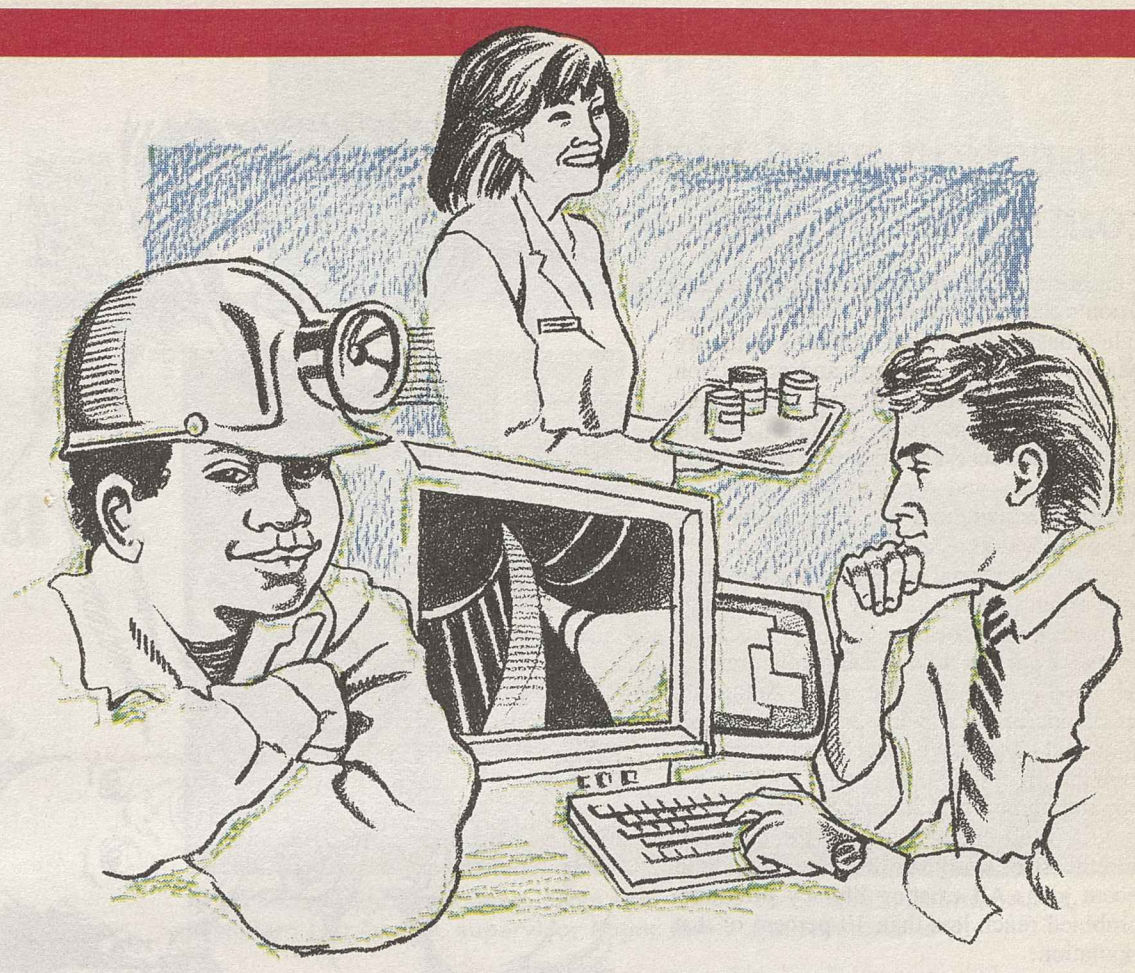
Huge federal budget deficits, huge trade deficits, growing foreign debt, corporate mergers and takeovers, plant closings, unemployment, inadequate protection against layoffs and ill health, and unfair distribution of income are persistent serious economic problems for workers and for the nation.

In the $5 trillion U.S. economy, some Americans are doing very well—especially the top business executives who get $10 million to $40 million a year in compensation or $10 million to $50 million in "golden parachutes" when they lose their jobs in mergers, takeovers and leveraged buyouts.

But wage and salary workers are losing in their struggle to get ahead. Since 1979, median earnings for all full-time wage and salary workers have gone up 70 percent—but inflation went up 76 percent, leaving these workers with less buying power than they had 10 years ago. And there are now 9 million adult working-poor people—a 50 percent increase since 1979.

Jobs are less secure. Employers are turning more and more to part-time workers, temporary workers, and leased workers who don't get seniority and fringe benefits—workers who can be easily dropped from the regular payroll.

America is still far from the national goals set by the Humphrey-Hawkins Full Employment & Balanced Growth Act. In mid-1989, some 12 million American workers were unemployed or underemployed—and some 18 to 20 million workers will experience some unemployment during the year. Yet less than a third of the officially jobless were getting unemployment compensation.



The $3 trillion federal government debt—the result of eight years of federal budget deficits ranging from $128 billion to $221 billion annually—hurts consumers, small business, and state and local government infrastructure investment. It puts the U.S. economy more and more under the control of foreign lenders—as does the U.S. foreign trade deficit.

As recently as 1982, the United States was the world's biggest creditor nation. Now the United States is the world's biggest debtor nation. Millions of jobs have been lost, mines and factories shut down, families driven off their farms, and local communities shattered.

JOBS: Collective bargaining

Collective bargaining has provided significant improvement in wages and working conditions over the past two years. Because of uncertainties in the national economy, contracts have continued to emphasize not only wage improvements but such nonmonetary gains as increased job security, maintaining and extending such benefits as health care and pensions, pay equity and employment opportunities regardless of gender, race or religion, and such family issues as child care and parental leave.

Overall, union members continue to do better than their unrepresented counterparts by a wide margin. A Bureau of Labor Statistics report for March 1989 shows that the average hourly wage for all union workers in private industry, excluding overtime, was $12.60 compared with $10.57 for nonunion employees. The difference in total compensation is $19.34 per hour versus $14.28—because of an edge of more than $3 per hour that organized workers have been able to secure in additional benefits.

Negotiated straight wage increases for all of 1988 totaled 2.5 percent for the first year and 2.4 percent over the life of the contract. In the first half of 1989, the comparable figures are 3.7 percent for first year wage increases and 3.3 percent over the life of the contract.

While these gains lag behind inflation—4.4 percent in 1988 and an annual rate of 5.4 percent through May 1989—these figures do not include negotiated cost-of-living adjustments or lump-sum payments.



Many new collective bargaining agreements include provisions to protect union jobs and the contract itself from takeovers and mergers. In addition, there has been significant movement in negotiating innovative contract provisions covering child care, parental leave and career development programs to help workers upgrade their skills.

JOBS: Worker protection

The Fair Labor Standards Act is the nation's basic labor standards law. It protects union members and unrepresented workers alike; it protects children and the most vulnerable in our society who would otherwise face unfair wages, pay discrimination and extended hours of work. The act limits child labor and industrial homework and protects the handicapped. These protection are regularly under attack or eroded by lack of enforcement.

Labor Standards—The protection of the nation's prevailing wage laws—the Davis-Bacon Act, the Walsh-Healy Public Contracts Act and the Service Contract Act—have been eroded by constant attack. The loss of the 8-hour-day provision of the Walsh-Healy Act put an end to the last of its basic protection.

Occupational Safety & Health—Hazards on the job remain a serious problem. Every year, more than 10,000 workers are killed and more than 5 million injured by job hazards. As many as 100,000 more workers die of occupational diseases from exposure to toxic chemicals. Government data show reported injuries are increasing, with significant problems across all economic sectors. Construction, shipbuilding and meat packing remain extremely hazardous. Ergonomic problems, infectious diseases and job stress put workers in the service sector and office jobs at risk as well.

Better federal regulations and enforcement, legislative action, state initiatives and union-based activities have all been part of the AFL-CIO's program for improved job safety protection.

Workers' Compensation—It has been estimated that workers' compensation is costing our society more than $40 billion each year. The tragic fact is that workers pay the real costs of workplace accidents and disease. More than 5.5 million occupational injuries and illnesses—1.8 million of them permanently disabling—and over 11,000 job-related deaths occur each year.

Unemployment Insurance—For the past five years, just one-third of the jobless have received benefits under this program. Last year, nearly 70 percent of the unemployed got nothing. Without substantial reform, the unemployment system will be unresponsive to demands in future recessions and will be unable to provide the counter cyclical stimulus to the economy that is a hallmark of the program.

Pensions—Over the past decade, the hard-won pension benefits of workers have been severely jeopardized. Since the early 1980s, pension coverage has dropped steadily to less than 50 percent of the workforce. The erosion of employment-based pension coverage is attributed to growth in service sector jobs with little or no protection, a 40 percent increase in part-time workers, and the failure of federal pension legislation to keep pace with the changing needs of workers.

Education need high, commitment low

Education and training are vital to the nation's economic survival. New jobs require higher basic skill levels; existing jobs are changed by new technology and production methods which demand constant training and retraining. Equal access to good jobs will depend on equal access to improved educational opportunities, and the competitiveness of American industry may well hinge on the educational development of all its citizens.

As our educational needs grow increasingly more urgent, the availability of federal funds continues to diminish.

A patchwork of private and public agencies has tried to bridge that gap. America's unionized teachers, with the support of all organized labor, have forged partnerships to drive the process of educational reform. Yet growing numbers of Americans cannot read or write well enough to meet the basic requirements of everyday life, much less hold decent jobs. All existing literacy programs combined reach less than 10 percent of that population.

We are rapidly dividing into a nation of ''haves'' and ''have-nots,'' and the lack of federal commitment to a fair and coherent educational policy only speeds that dangerous and tragic process.



A tragedy overhead instead of a roof

Homelessness has become a national tragedy. The 1988 and 1989 declines in housing construction stem from high mortgage interest rates and the cutback in federal funds for low-income housing.

Lax administration, privatization of some programs, fraud and political favoritism are at the heart of the unfolding tragedy of the Reagan Dept. of Housing & Urban Development, where fraud and misallocation of funds has been documented by the agency's Inspector General and congressional committees.

Higher interest rates have hurt housing. Higher short-term rates have added to construction costs and to home prices. Higher mortgage rates have raised required monthly payments for home buyers.

Drastic cutbacks in federal programs to assist in the construction of new subsidized housing led to a loss of affordable housing for low-income families. In place of new construction of public and other assisted housing, the Reagan Administration favored short-term housing vouchers to help low-income families rent existing units in the private market.

As the need for additional units of low-income housing outran the supply, homelessness increased. Estimates of the total number of homeless households in the country range from a few hundred thousand to between two and three million.

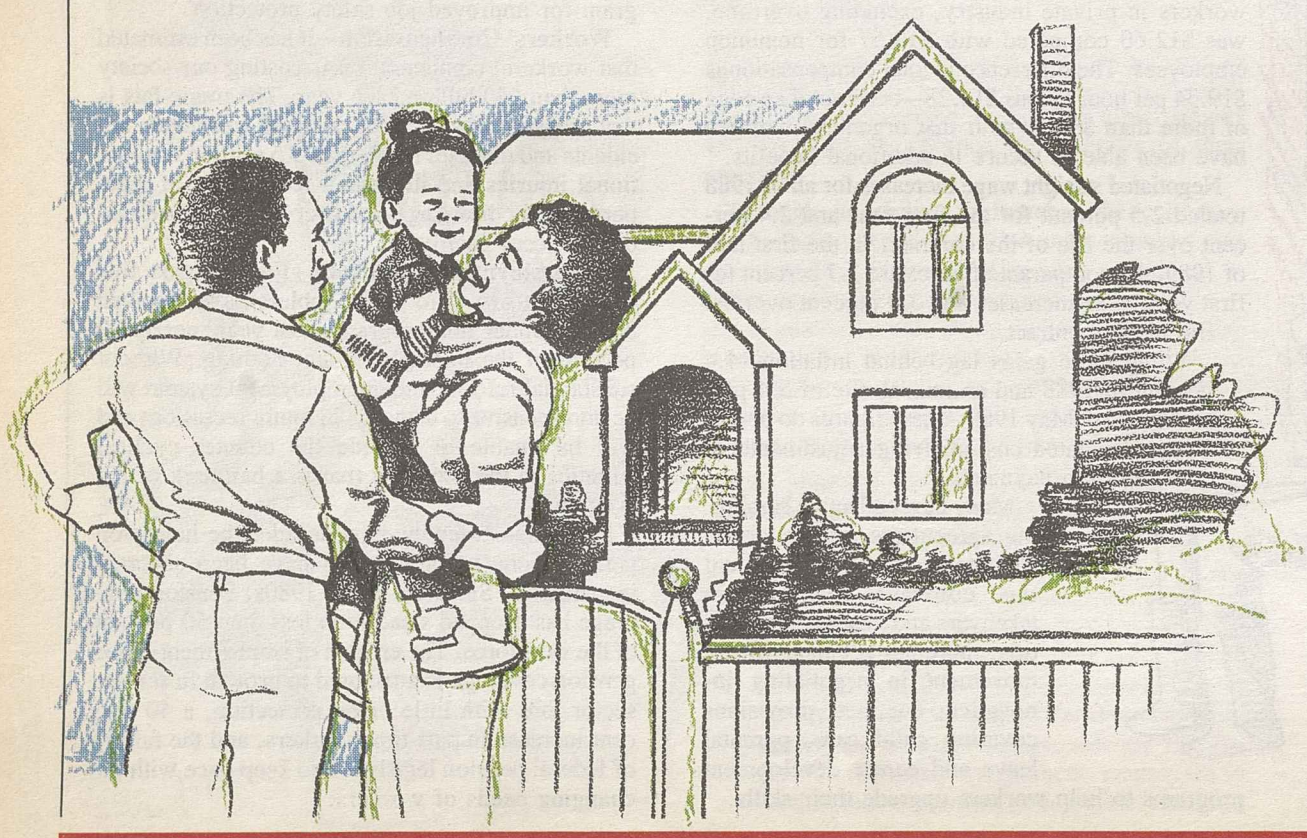
Ten years ago the federal government was supporting the construction of between 150,000 and 200,000 units of assisted housing each year. That number has dwindled each year so that now only a few thousand additional units are now assisted.

A major new commitment to housing that goes beyond vouchers and emergency shelter is needed to support housing, especially for the homeless and other low-income people.

Political involvement

Despite the disappointing outcome in the presidential election, AFL-CIO political programs in 1988 produced gratifying overall results. Positive response of union members to labor's registration, information and get-out-the-vote activities and support of endorsed candidates yielded a 68.5 percent election success rate in House, Senate and gubernatorial contests.

The federation's endorsed candidate for President, Michael Dukakis, was defeated but union members did their job. Members and families went to the polls in far higher percentages than the electorate at large. They voted for Dukakis in landslide proportions—69 percent of members and 68 percent of union families. They supplied a major share of his total vote. Union members and families voted for labor-endorsed candidates for other offices in even more overwhelming numbers—72 percent for governor and 71 percent for the Senate and House.



Fighting for the family

The AFL-CIO has long advocated the enactment of a national health care program. But for the past 10 years many members of Congress and most corporate leaders have been willing to leave health care reform to the ''voluntary efforts'' of providers and purchasers.

Health care inflation reversed that trend in the 1980s and, as a result, the private insurance base of U.S. health services has been severely eroded. Today, the cost of employment-based health care is increasing at annual rates of 18 to 30 percent with no end in sight. Preserving affordable health coverage is now the toughest challenge unions and management face at the bargaining table. Many employers are seeking to shift health costs to workers—putting, in many cases, an intolerable burden on families.

Health insurance has been priced out of the reach of many low-wage workers and their families. Even middle-class families are at risk for medical bills for as much as 20 percent of take-home pay. In addition, a growing number of workers either are no longer being offered family coverage or cannot afford the high monthly premium contributions that employers require to insure their spouses and children.

Child Care—Women made up two-thirds of the new entrants into the labor force in the past decade and by 1990 they will constitute half of the workforce. It is estimated that at least 30 million children under the age of 13 will be in need of care—and there are currently only 3 million spaces in licensed care to fill the need. The quality of much of existing child care ranges from barely satisfactory to life threatening, and the average cost of $3,000 a year per child is so prohibitively expensive as to put it out of reach for millions of workers.

For millions of workers this situation has meant an anguishing conflict between job requirements and family responsibilities, and the call for a federal solution to the child care dilemma has finally been heard by Congress.

The labor-backed child care bill would make child care more affordable, increase the number of child care facilities as well as the number of qualified personnel, and improve the quality of care. The proposal passed the Senate in June with some weakening amendments. The House adopted a somewhat different version of child care legislation in October and the bills went to a conference committee.

Valuable legislation in the pipeline

In the new Congress, labor and the Democratic leadership have an ambitious agenda of unfinished items and new initiatives, many of which are already wending their way through the legislative process. Among them are:

- Adequate funding of the Worker Adjustment and Retraining Notification Act to retrain and counsel victims of plant closures and workforce cutbacks.
- Effective worker protection if Employee Stock Ownership Plans receive tax advantages.
- Early detection and prevention of occupational diseases by identifying hazardous substances and providing notification and medical monitoring to high-risk workers.
- Stronger safeguards for the public and for those who work in federal nuclear facilities.
- Repealing trade incentives for U.S. companies running sweatshop plants in Mexico's maquiladora complex, exploiting cheap labor in the production of goods for American export, and action to protect against environmental pollution these plants are causing in the border area.
- Protecting workers' pension funds from corporate raiders, removal of tax breaks for corporate debt amassed in takeovers, and tougher stock market regulations governing these fast-buck deals.
- Requiring employers to provide a basic minimum health care plan for full-time and part-time workers and their families.

Aladdin displays union label, product pride



At the Union-Industries Show: From left, USWA Local 4802's Quinton Allen, President Lila Turner, supervisor Roger Lewis and John Leonard.

Nashville, Tenn.

Once the undisputed leader in the development of vacuum bottles and other insulated containers, Aladdin Industries now competes with more than 50 companies selling similar products. But one advantage Aladdin has is a solid working relationship with members of Steelworkers Local 4802 who are determined to keep their company's standards high and its products on top.

More than 87 percent of the Aladdin workers are USWA members, despite Tennessee's law against union security contracts. The partnership between the union and management is credited with enabling the company to keep a foothold in a very competitive industry.

The Aladdin workers turn out a variety of products—including the famous Stanley stainless steel thermos and other glass-lined vacuum bottles, coffee mugs, children's lunch boxes—that once were produced overseas—and non-consumer goods like thermal serving trays for hospitals, nursing homes and airlines. That product line is part of the innovative company that created the Aladdin kerosene lamp in the early 1900s, supplied insulated dishes to U.S. troops during World War I and developed the first thermos.

But just as kerosene lamps faded from view in American homes, changes in consumers' working and living habits—and stiff foreign competition—forced the company to adapt. New products were developed, but more important, Aladdin took a closer look at its relationship with the USWA workforce.

The Nashville plant opened in 1949 and USWA Local 4802 has represented Aladdin workers since 1952, with both sides agreeing that past relations were not always good. It was ''old school'' labor relations, local union President Lila Turner said, with the union against management and management against union. And capping those years of hostilities was a six-month-long strike in 1974.

But USWA members elected Turner in 1978 and management appointed a new vice president for operations and other key supervisors. Both sides began to review and rebuild their partnership.

Now there is strong emphasis on information sharing, especially of financial and economic data. Quarterly reviews are held to give all employees a chance to ask questions and make recommendations. An incentive program for productivity ideas pays the workers a bonus out of the company's savings for the first year the idea goes into effect.

While some work was transferred to joint ventures in Mexico, Brazil and Venezuela, under the USWA contract, displaced workers are reassigned, not laid off. The company also provides training for displaced workers who have at least five years' service. And some offshore production was returned to the Nashville plant after a change in material costs.

Key to the cooperative effort is an open-door policy that gives workers an opportunity to participate in decision making and makes certain their suggestions and recommendations are heard.

Initially some supervisors were skeptical. But one who would dismiss employees' suggestions as unworkable was told to ''listen or leave'' and the local pursued its program of participation and reasoning. The union ''talks problems out with management'' and tries to ''work things out to the benefit of everybody,'' said Ramona Tanner, the local's financial secretary.

The USWA local and Aladdin also discuss staffing changes—to avoid work force reductions—and other systems changes, including supply methods.

Labor-management cooperation also has contributed to a safer workplace. A joint safety committee was established in 1971, the year the federal Occupational Safety & Health Act went into effect, with union and company representatives working together to monitor safety and to set disciplinary measures for safety violations. Since then, the number of accidents has dropped steadily, from 176 in 1970 to 35 in 1987.

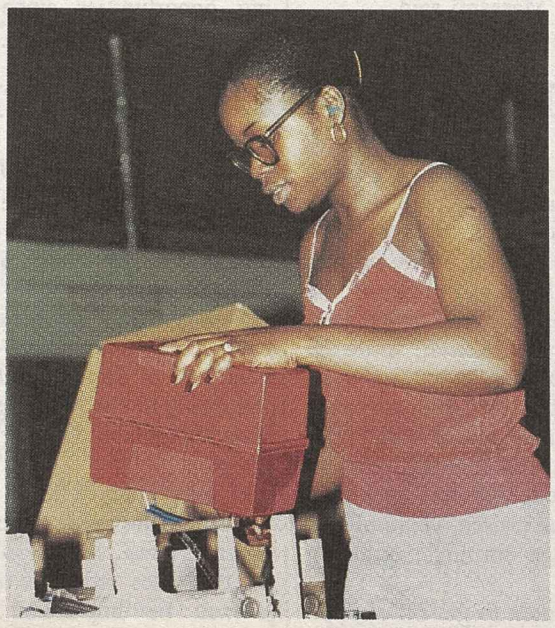
In the consumer products division, workers meet regularly with the safety committee, examining every accident to discover why they occurred and how future incidents can be avoided.

''Our members are very open during discussions about potential hazards and accident causes. They're interested in prevention,'' Turner said.

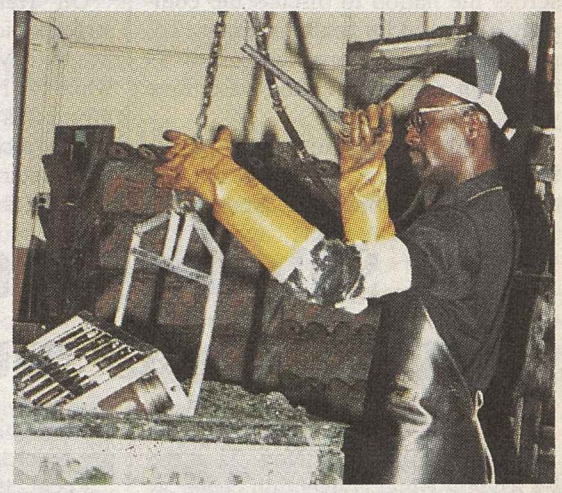
The safety campaign also focuses on ''right-to-know'' laws, because Aladdin workers routinely are exposed to toxic solvents and substances on the job. ''We take right-to-know laws very seriously,'' said Turner. ''It is important for workers to know what they are working with and what it could do to their bodies. Every worker in here knows what they are working with and what it could do,'' she said.

Turner has expanded participation on the bargaining committees, which work to resolve problems by investigating workers' complaints and working with management to resolve them.

While problems still exist, primarily in the synergetics division where non-consumer goods are made, Aladdin workers are confident that they can continue to work with management and turn out quality products.



A new Aladdin product.

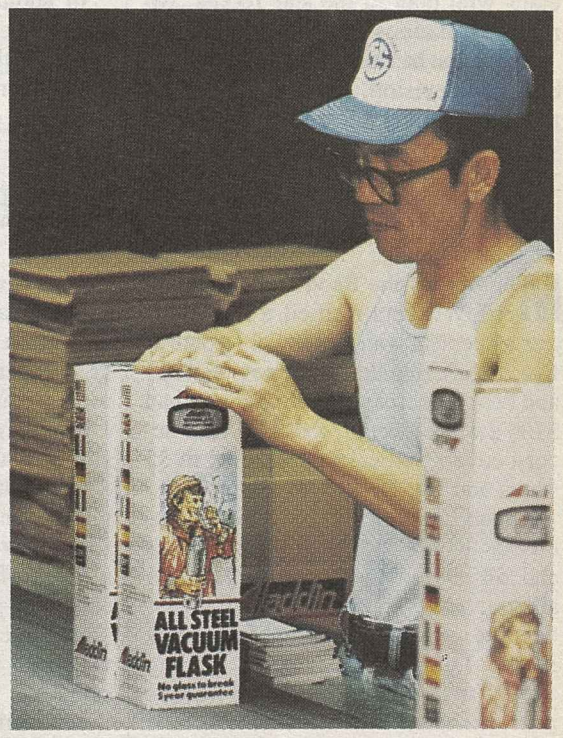


Keeping the production line going.

Turner also is credited with expanding union members' participation at industry events, trade shows and the annual AFL-CIO Union Industries Show. ''For years and years, there were five big booths and lots of three-piece suits at the Union-Industry Show—and not one human who made the product,'' Turner said. ''I suggested that working people be included. The company looked at it and agreed,'' she said. More than 150 unit members have been able to participate in the trade shows, she added.

Workers use the opportunity to discuss product concerns with management, design and staff the exhibits, survey the competition and follow up on findings when they return to Nashville. There is a real turnaround on the shop floor when workers and managers return, Turner said.

Overall, ''we're working to make all of our futures look better,'' she said.



And an old standby.

Phone unions renew stand against NYNEX

The strike by 60,000 Communications Workers and Electrical Workers against NYNEX, a regional Bell operating system, began its 15th week with both unions stepping up pressure on the company to bargain seriously.

Around-the-clock mediated bargaining began in early November in hope of reaching a settlement by Nov. 10. CWA President Morton Bahr met with the negotiators on Nov. 7.

The CWA has started an internal campaign, asking members to donate $5 a week to the strike fund and reactivating its mobilization groups nationwide that had prepared for strikes in the latest round of bargaining.

Expanding the original "Take a Stand" theme, the CWA is telling its members, "Take a Stand Again—If you don't think the NYNEX bargaining has anything to do with you—think again." As part of that effort, 25 NYNEX workers will travel to local unions across the nation to discuss the company's demand for health insurance copayments, even though it posted $3 billion in profits over the past three years.

The company's third quarter profits fell 15 percent or $50 million, roughly two-and-a-half times the amount the company hoped to save by forcing copayments on its employees.

Four regional Bell companies were struck, but only NYNEX workers remain out; the rest have new agreements. CWA represents 40,000 workers at NYNEX's New York Telephone, while the IBEW bargains for 20,000 at New England Telephone.

The CWA is opposing NYNEX's request to the New York Public Service Commission for a rate hike and regulatory reforms amounting to nearly $900 million, the unions said, and tens of thousands of New Yorkers have signed petitions opposing the rate increase.

In an ad that ran in the New York Times, more than 125 state legislators opposed the request and urged a swift and fair end to the strike. The ad said it is unfair to seek a rate increase while workers are on strike and service from the company has deteriorated.

On Halloween, several thousand strikers picketed outside the nonunion Marriott Marquis Hotel in Manhatten, while NYNEX Chairman William Ferguson was inside at a $500-a-plate dinner to pick up the "Herbert Hoover Humanitarian of the Year" award from the Boy Scouts of America.



AFL-CIO Sec.-Treas. Thomas R. Donahue lauds Food & Allied Service Trades Dept. for "breaking new ground" in organizing and bargaining techniques.

FAST looks to the future, finds hope in 'Laborsphere'

Under the theme "Laborsphere, the Next Century," the AFL-CIO Food and Allied Services Trades Dept. quadrennial convention set its course for the 1990s, calling for innovative solutions to confront the issues facing American workers now and in the future.

"Laborsphere is a new American Federation of Solidarity designed to end the decade of nightmares and restore the dreams of American workers who deserve and have earned dignity, justice and respect," said FAST President Robert F. Harbrandt.

He described Laborsphere as "our causeway to the year 2000." In his report to the convention, Harbrant explained what the various divisions of FAST are doing now to meet the challenge of the future.

AFL-CIO Sec.-Treas. Thomas R. Donahue praised the contributions that FAST and its affiliates have made "in breaking new ground in organizing and bargaining techniques and outreach programs." He noted its success in organizing Beverly Enterprises.

Rep. Tom Lantos (D-Calif.) was presented with FAST's first Worker Award, which honors "outstanding public service and leadership on issues affecting working men and women." In making the presentation, Harbrant said, "More than any single Congressperson, our Worker Award recipient forced the Reagan Administration's OSHA to come out from under their rock and do what the law required."

Lantos was recognized for his leadership in bringing to light the systematic underreporting of occupational injuries and illnesses to OSHA by major corporations.

Pollster Phil Comstock told the 80 delegates that the 1990s will present unions with their most fruitful organizing opportunities since the 1930s.

In setting its legislative agenda, the delegates called for Congress to revitalize programs for new public housing and new housing for the elderly and handicapped, backed a program of direct government loans to non-profit organizations for rental housing for disadvantaged groups, opposed changes in the capital gains tax that benefit the wealthy, sought improvements in child care access and protections, and urged improved data collection on foreign investment in the U.S.

Top priority was given to providing workers the "right to act" in refusing unsafe or unhealthy work. Since workers now have the right to know about the toxic chemicals and hazards on the job, the next logical step, delegates said, is the right for workers to act on what they know.

The convention also urged that the Occupational Safety and Health Administration finish its grain dust standard, and consider expanding its coverage to facility-wide application.

In other resolutions, the convention urged that the National Institute for Occupational Safety and Health expand its examination of health and safety effects on an aging workforce, pressed for a ban on imported goods that are produced by child labor, and supported the work of the Martin Luther King Jr. Federal Holiday Commission.

'Star Salute' set to benefit striking Vegas musicians

Las Vegas

A benefit will be held Nov. 21 at the Riviera Hotel convention center as the show business community demonstrates its support for Musicians Local 369's strike against five major hotel-casinos.

"A Star Salute to Live Music" will aid the Musicians Emergency Relief Fund. Entertainment will be provided by performers such as Milton Berle, Ed Asner, Kay Starr, the Mills Brothers, Jack Jones, Barbara McNair, John Byner, Phil Ford, Frank Sinatra Jr. and others. They will be accompanied by a 45-piece orchestra.

The key issue in the strike—which began June 3 at the Tropicana and now includes Bally's, Caesars Palace, Flamingo Hilton and Las Vegas Hilton—is the hotel managements' plan to replace the musicians working in its show rooms with taped music, and to severely reduce the work guarantees of musicians who play in the star rooms. No new negotiations are scheduled.

The union has also kicked off a media blitz of television, radio and print ads to let consumers know the "Entertainment Capital of the World" is now pre-recorded.

Local 369 members soundly voted down the casinos' last offer on Sept. 24 by voice vote—"The membership did not want to dignify the proposal with a vote since it was not too much different from the hotels' prior offer on June 21," said Local 369 President Mark Massagli.

Many of the nation's top performers have canceled engagements at the struck hotels with only a handful opting to cross the lines. In an unusual move, singer Wayne Newton offered to assist in bringing the two sides together, and did get them back to the bargaining table. In turn, Local 369 sanctioned Newton's performances at the Las Vegas Hilton for three nights, until the talks broke down. Newton continued to perform, filling in an extra week that had been cancelled by singer Anne Murray.

In addition, numerous union functions have been canceled at the five hotels, with some moved to the Riviera and some rescheduled to other cities or to a later date, Massagli said.

NTEU abandons teleservice campaign as AFGE surges

The National Treasury Employees Union, an independent association, has pulled out of a union election campaign in competition with the Government Employees to represent workers at Social Security Administration teleservice centers.

AFGE, which represents about 55,000 workers at other SSA offices, had gathered support from more than two-thirds of the workers after a few months of its organizing drive.

The Treasury Employees, unable to win support, petitioned the Federal Labor Relations Authority to block the representation election. NTEU then dropped its campaign, said AFGE President John Sturdivant.

This action is more proof of NTEU's inability to organize federal workers, Sturdivant said, adding "they are simply not comfortable or successful at convincing federal workers that they can provide better representation than AFGE. Their record does not even come close," he said.

The AFL-CIO Public Employee Dept. criticized NTEU's history of raiding AFL-CIO affiliates.

UFCW ratifies 2-year pact with Prudential

Members of the Food and Commercial Workers ratified a new two-year agreement with Prudential Insurance Co. of America that will provide wage and benefit increases totaling more than $100 a week by contract's end. The accord covers some 15,000 agents in 35 states and the District of Columbia.

Agents won pay and fringe benefit increases worth $55.99 in the first year and $45.99 in the second. Of those amounts, $30.86 each year will be for benefits, with the remainder as pay raises. Lump-sum payments totaling $1,471 over the contract's life will be paid quarterly with the first quarter's payment equal to $23 a week, progressing downward to a low of $6 a week in the final quarter.

Pension improvements were a priority, according to a poll of the agents, said Beth Shulman, director of the UFCW professional division. The pension formula was increased, while the social security offset was reduced to no more than 50 percent. The improved formula would raise retiree benefits by a range of 9.5 percent to 100 percent above the previous formula, depending on the age of the retiree, years of service and average earnings, Shulman said.

Prudential sought to get rid of first-dollar coverage for surgery and major medical, but the union was able to retain the coverage. The agents will receive first-dollar coverage up to $10,000—previously $25,000—and then 80 percent above that amount. Coverage would then return to 100 percent after an average out-of-pocket expenditure of $1,000 by the employee, according to Pat McGrogan, associate director of the UFCW professional division.

A joint study will be conducted to determine the needs for child care and parental leave, McGrogan said, and if the two sides can agree on a program, it will be implement during this contract.

Story on homeless among best union journalism

The International Labor Communications Association (ILCA) announced winners in the 1989 journalism contest for union publications.

A total of 1,364 entries from 181 publications were reviewed by a panel of six judges. Awards were presented to the winners at the ILCA convention, Nov. 9-12. More than 750 publications in the United States and Canada belong to the ILCA.

In this year's journalism competition, Tom Johnson of the Service Employees won the Max Steinbock Award award, named for a past president of ILCA for his story on the homeless, ''Punching In, Camping Out: Working Families without Homes,'' in the SEIU magazine UNION.

Johnson describes the experiences of several families—many with two incomes from good jobs—living in cars and pickup trucks, motels and public campgrounds in Fairfax County, Virginia, a Washington suburb that is one of the wealthiest areas of the country. They cannot afford to buy or rent homes.

Other top winners in the ILCA contest were:

International union and national union publications—Newspapers of 250,000 circulation or more, **American Teacher,** AFT; for 100,000-249,999 circulation, The **United Rubber Worker,** and less than 100,000 circulation, **BMWE Journal,** Maintenance of Way Employees.

Magazines—250,000 or more circulation, **UNION,** Service Employees; 100,000 to 249,999 circulation, **United Mine Workers Journal,** and less than 100,000 circulation, **Air Line Pilot.**

Newsletters—**SEIU Update, Service Employees.**

State and local central bodies—Publishing more than 12 issues a year, St. Louis/Southern Illinois **Labor Tribune.** Publishing less than 13 issues a year, **Northwest Labor Press,** Portland, Ore.

Local union publications—Greater than 15,000 circulation, **Union Leader,** Food & Commercial Workers Local 400, Landover, Md.; for 7,500 to 14,999 circulation, **The Unionist,** AFSCME Local 371, New York; 2,500 to 7,499 circulation, The **Los Angeles Fire Fighter,** and less than 2,500 circulation, **The Connection,** United University Professions, New York State United Teachers, AFT. For machine duplicated publications, **The Yonkers Teacher,** New York.

Regional publications—More than 20,000 circulation, **New York Teacher,** New York City, and for 20,000 or less circulation, **On the Level,** British Columbia Provincial Council of Carpenters, Vancouver.

In eight special categories, the top winners are:

Best original cartoon—Local union publications, **The Public Sector,** AFSCME Local 1000, Albany, N.Y., and for all other publications, **IUE News,** Electronic Workers.

Best original photograph—Local union publications, **New Record,** Operating Engineers Local 12, Los Angeles, and for all other publications, **Solidarity,** UAW.

Best editorial or column—Local union publications, **588's Voice,** Food & Commercial Workers Local 588, Sacramento, Calif., and for all other publications, **Public Employee Press,** AFSCME Council 37, New York.

Best feature story—Local union publications, **UFT Bulletin/New York Teacher,** and for all other publications, **United Mine Workers Journal.**

Best series—Local union publications, **NTU Bulletin,** Newark Teachers Union, Newark, N.J., and for all other publications, **The Postal Record,** Letter Carriers.

Unique Performance—Local union publications, **UFCW Local 27 Reporter,** Baltimore, and for all other publications, St. Louis/Southern Illinois **Labor Tribune.**

Best use of graphics—Local union newspapers, **The Unionist,** AFSCME Local 371, New York City, and all other newspapers, **The Dispatcher,** Longshoremen's & Warehousemen's Union. Local union magazines, **Newsline 1999,** UAW, Oklahoma City, Okla., and all other magazines, **Air Line Pilot.** Local union typeset newsletters, **Union Views,** Steelworkers Local 3733, Reading, Pa., and all other typeset newsletters, **NALC Retiree.** For typewritten newsletters, **2108 News,** Communications Workers Local 2108, Landover, Md.

Best front page—Local union publications, **United Teacher,** Los Angeles, and for all other publications, **American Aeronaut,** Machinists District 727, Burbank, Calif.

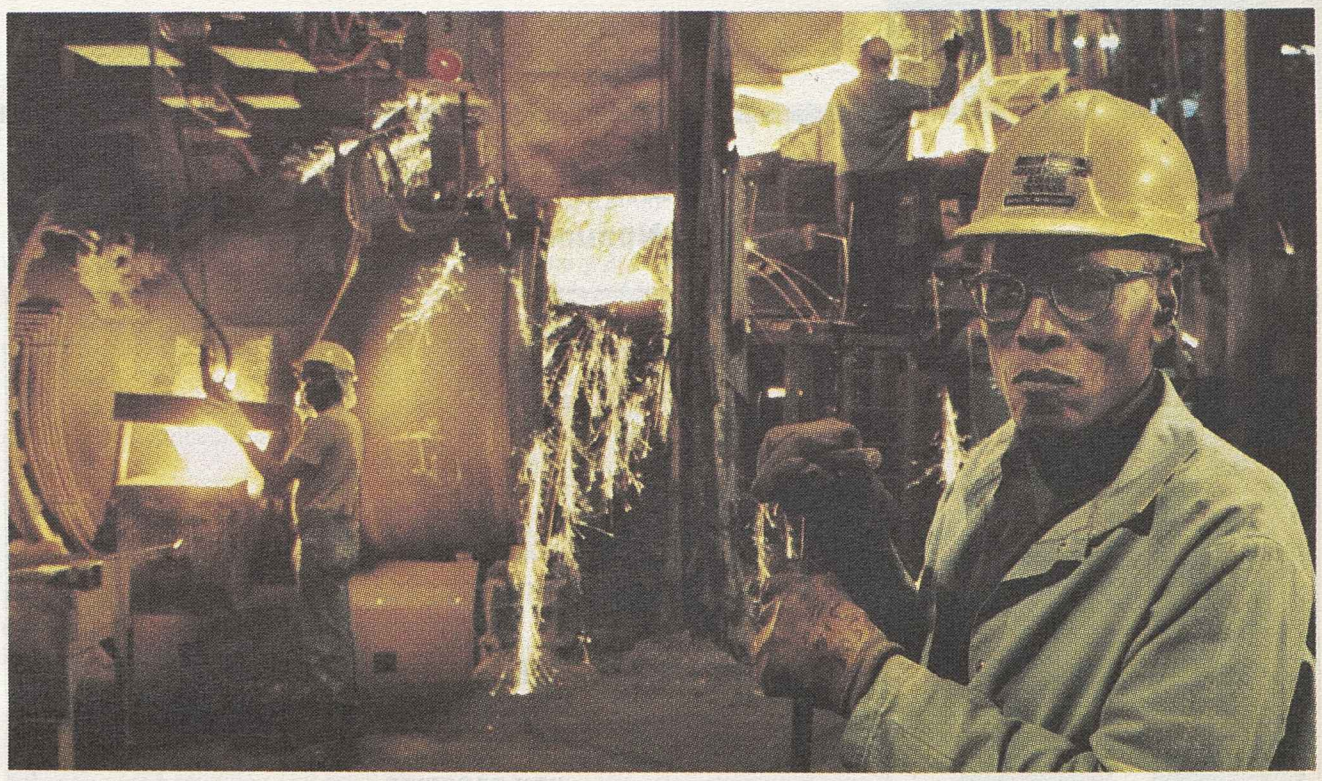
Best magazine cover—Local union publications, **UFCW 881 Progress,** Oak Brook, Ill., and for all other publications, **Flightlog,** Flight Attendants.

Top winners in the category of non-periodical, special publications are:

Editorial excellence—Local union publications, **United Teachers,** Los Angeles, and for all other publications, **SEIU.**

Best use of graphics—Local union publications, **United Teachers of Dade,** AFT Local 1974, Miami, and for all other publications, **UAW, International Affairs Dept.**

Judges for this year's competition were John M. Barry, retired managing editor, AFL-CIO News; Joseph Foote, independent writer and lecturer; Donna Hulsizer, education policy director for People for the American Way; David Perlman, retired associate editor, AFL-CIO News; John E. Peterson, Washington correspondent, Detroit News, and Peggy Simpson, Washington bureau chief, Ms. magazine.



UAW's Solidarity won best photo award for this shot in a St. Joseph, Mich., foundry.

'Tales of troubles and hope' brighten ILCA film, broadcast

Entries in the International Labor Communications Association's 1989 Film and Broadcast Competition were technically advanced over those in previous contests and showed improvements in scripts and on-camera talent, contest judges said.

Judges for this year's contest were Louise D. Walsh, copy editor for the Washington Post and adjunct senior staff associate at the George Meany Center for Labor Studies, and Theodore E. Stewart, supervisor network EJ, NBC News, Washington.

The judges said that entries featured ''inspirational tales of troubles and hope, the stories of stopping nightmarish abuses at the workplaces and the everyday victories of unions that show workers standing tall.''

The judges also singled out the entries from the Machinists, a collection of video and audio tapes that commemorate their centennial—a selection that shows ''a keen awareness of how history shapes the present.'' In the category of films, television or video programs produced to inform or educate union members and/or the public, the top award for local unions went to the United Teachers of Los Angeles for ''Defining the Dream,'' a ''stirring series of profiles of Los Angeles educators at their jobs.''

The category's first award for all others was a tie between the Steelworkers for ''Never Again—Preventing Chemical Disasters,'' a three-part horror story about major chemical accidents, and the Communications Workers' ''We Stand Together,''a videotape on the union's 50th anniversary.

Other winners were:

Informative television commercials: Local unions—Michigan Corrections Organization, Service Employees Local 526M, Lansing, Mich. All others—9to5, National Association for Working Women, Service Employees.

Informative radio commercials: Local unions—''Diversity,'' Laborers Local 362, Bloomington, Ill. All others—''Insurance Benefits,'' Bricklayers.

Issue-oriented radio spots on ballot or legislative issues or independent expenditures on behalf of candidates: Local unions—no award. All others—Florida AFL-CIO. Radio documentaries: Local unions—Award of Honor, CWA Local 1180, New York. All others—IAM 100th Anniversary, Machinists.

Independently produced films or television program and/or film strips and slide shows: Local unions—Award of Honor,''Bridging Today with Tomorrow,'' AFSCME Local 1549, District Council 37, New York. All others—no award.

El Salvador violence deplored

AFL-CIO President Lane Kirkland condemned an apparent ''return to terrorism'' in El Salvador in the wake of a bomb blast that killed 10 persons and injured 35 others at a labor union headquarters.

In a letter to Salvadoran President Alfredo Cristiani, Kirkland called on the government ''to investigate fully this heinous crime and to swiftly bring those guilty to justice.''

''The AFL-CIO abhors the brutal and senseless attack on the headquarters of the Fenestras (the National Federation of Salvadoran Workers) and the killing and wounding of a great number of innocent people,'' he wrote. ''This incident, together with other recent violent acts, suggests a return to the terrorism which characterized the early 1980s,'' Kirkland added.

Among those killed in the explosion were 35-year-old union leader Febe Elizabeth Velasquez, her husband, and 21-year-old union activist Tatiana Mendoza. Mendoza's father, Humberto—a trade union leader—was killed in 1980 by a death squad.

In a separate attack, a bomb injured four persons at the Committee of Mothers of the Disappeared & Political Prisoners.

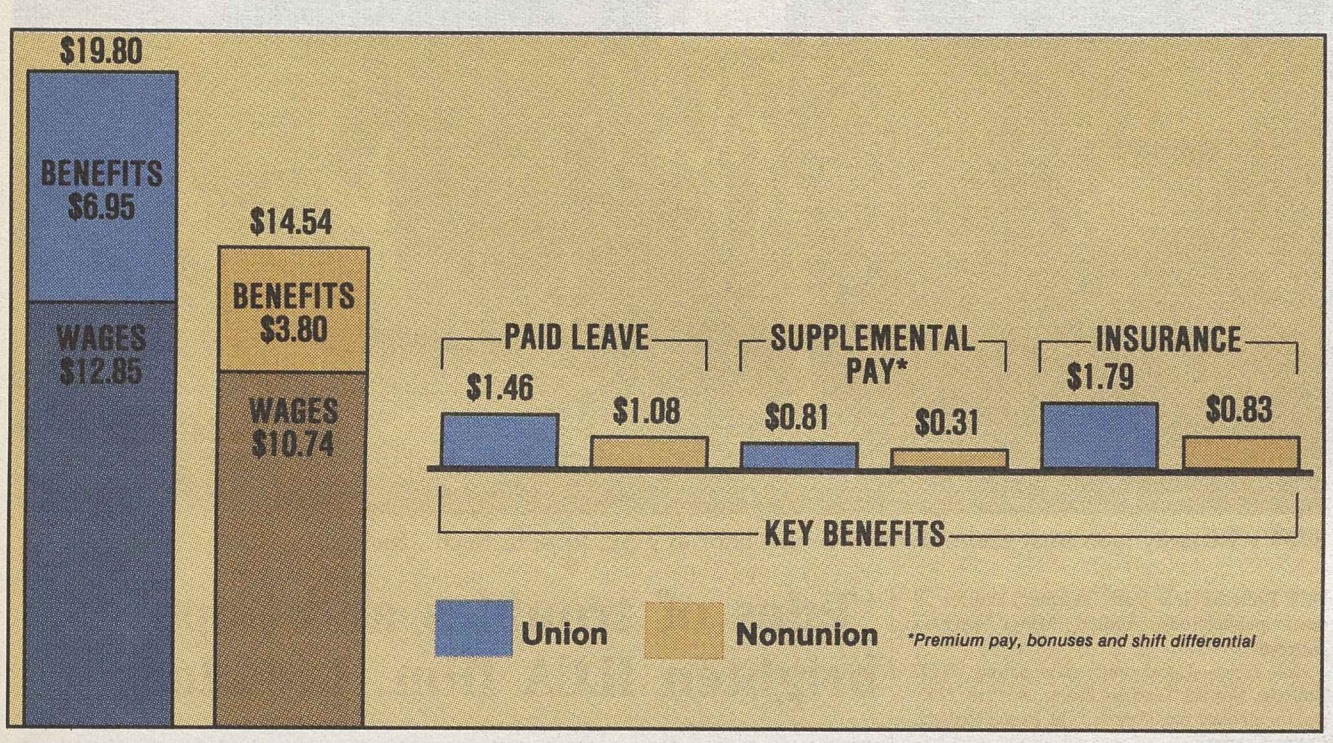


JUMP—Two members of Operating Engineers Local 12 took the plunge and photographer Bob Waggoner captured the moment and the ILCA's first place award for best photograph in a local union publication.

Data

Hourly Pay and Benefits

Union vs. Nonunion



Source: Bureau of Labor Statistics and AFL-CIO Department of Economic Research

Union advantage: $5.26 an hour

Wage-benefits package continues to outpace nonunion rate

By John Oravec

Wages and benefits of union workers averaged $5.26 an hour more than those of nonunion workers at the end of September, the government's Employment Cost Index showed.

According to the third quarter data compiled by the Bureau of Labor Statistics, total compensation—straight-time hourly pay combined with employer-paid benefits—for all workers was $15.60. That's about a 5 percent increase over the amount paid at the same time last year.

For union workers, the wage-benefits package totaled $19.80 an hour at the end of the third quarter—a $1.55 increase since the first quarter of 1989, the last time the BLS measured the union-nonunion scales.

For nonunion workers, wages and benefits totaled $14.54 an hour, a gain of $1.06 since the spring quarter. The union wage increase was 49 cents an hour more than the nonunion pay, although nonunion workers got a higher percentage gain, according to the BLS report.

The union advantage came to $2.11 an hour for straight wages—$12.85 versus $10.74 for nonunion pay. For a 40-hour week, that brings the average union worker's pay to $514, or $84.40 above the nonunion weekly pay of $429.60.

The big difference between union and nonunion compensation is in the negotiated benefits package, AFL-CIO economist John Zalusky pointed out. The BLS study showed that hourly benefits for union members averaged $6.95 an hour, almost double the $3.80 going to nonunion workers.

This means that nonunion workers would have additional out-of-the-pocket payments to make for items such as health care coverage and retirement plans if they would want benefits comparable with those of union-represented workers.

Zalusky observed that union workers stress comprehensive health coverage for themselves and their families in contract negotiations.

As employer costs for health plans have increased dramatically in recent years, companies have tried to trim contributions, Zalusky said.

In the most recent reporting period, nonunion employers paid an average of only 28 cents an hour per worker for health care coverage, while union employers contributed $1.61 to worker health plans.

Zalusky also cited a trend of employers trying to shift from plans that provide an assured level of retired income for workers to plans that put more risk on employees. The result is that the non-union employer sets aside 39 cents an hour for a worker's pension while the union employer provides 87 cents.

For all workers, BLS reported, the 5.1 percent increase in compensation costs over the fiscal year ended in September included total gains of 6.4 percent for state and local government workers and 4.7 percent for those in private industry.

White-collar workers received wage increases averaging 4.8 percent over the year ended in September, compared with 3.6 percent for blue-collar workers. When total compensation is counted, the white-collar gains were 5.4 percent versus 4.2 percent for blue-collar workers.

Among state and local government workers, teachers received the highest wage increases—6.6 percent over the year, compared with 5.5 percent for others.

Statistics at a Glance

Unemployment

	Oct. 1988	Sept. 1989	Oct. 1989
Unemployment (official)	5.3%	5.3%	5.3%
Men (20 and over)	4.6%	4.8%	4.5%
Women (20 and over)	4.7%	4.5%	4.7%
Teenagers	15.0%	15.1%	14.9%
White	4.6%	4.5%	4.4%
Black	11.2%	11.6%	11.8%
Hispanic	7.8%	8.3%	7.9%
Unemployed receiving jobless benefits	27.5%	29.1%	31.3%
"Real" unemployment rate*	10.1%	9.8%	9.7%

* Includes discouraged workers and part-time workers who want full-time jobs.

Employment

	Payroll Employment in Oct. '89	Change Since Sept. '89	Change Since Oct '88
All nonfarm industries	109,321,000	233,000	2,846,000
Construction	5,329,000	8,000	167,000
Manufacturing	19,543,000	-13,000	38,000
Transportation, utilities	5,738,000	27,000	142,000
Retail & wholesale trade	25,923,000	30,000	608,000

Employment—continued

	Payroll Employment in Oct. '89	Change Since Sept. '89	Change Since Oct '88
Finance, insur. & real estate	6,852,000	1,000	142,000
Services	27,207,000	84,000	1,221,000
Government	17,997,000	94,000	513,000

Gross National Product

	July-Sept. 1988	July-Sept. 1989
Real GNP growth	3.2%	2.5%

Productivity

	First Nine Months 1988	1989
All private industry	2.2%	0.9%
Manufacturing	2.6%	2.9%

Collective Bargaining

	First Year	Contract Term
Average wage increase first 9 months 1989**	4.1%	3.3%

** Excluding bonuses and cost-of-living increases

Factory jobs shrink again, outlook dims

6.6 million jobless

Continued weakness in the manufacturing sector kept the nation's jobless rate at 5.3 percent in October even with employment gains in local government and services.

Officially, 6.6 million workers were unemployed last month, the Bureau of Labor Statistics reported.

But the "real" jobless rate was 9.7 percent, reflecting the 800,000 discouraged workers who stayed on the sidelines and 4.7 million others who were working part-time because they could not find full-time work. As a result, AFL-CIO chief economist Rudy Oswald noted, 12.1 million workers were partially or totally unemployed.

Oswald termed the October BLS statistics "a very flat report, with some rearranging of unemployment and some worsening in manufacturing, particularly in durable goods." He also pointed out that the factory workweek declined by three-tenths of one hour, to 40.8 hours.

And less than one in three of the officially unemployed were drawing jobless benefits last month. Jobless claims paid this year have ranged from 40.4 percent of the unemployed in March to a low of 28.6 percent in June, according to the federation's compensation specialist, James Ellenberger. The October rate was 31.3 percent.

The BLS establishment survey showed a gain of 235,000 service sector jobs—including 95,000 in local government, primarily in education. Manufacturing employment, which lost 90,000 jobs in September, declined by 13,000 last month to 19.5 million. There was a loss of 28,000 jobs in durable goods manufacturing and a 15,000 gain in nondurables.

The auto industry lost 15,000 jobs in October and is down 50,000 jobs since January. Job losses also were recorded last month in fabricated metal products and electrical equipment.

Further job losses are in the offing in the auto industry: Chrysler Corp. announced in early November the permanent shutdown of a Detroit assembly plant to lay off 4,000 workers, eliminated a shift at a St. Louis plant and closed a supply plant in Wisconsin. General Motors Corp. said it would for two weeks close its giant assembly plant in Fairfax, Kan., and Ford Motor Co. announced the temporary closing of three plants.

Since October 1988, the service sector has gained 1.2 million jobs, climbing to a high of 27.2 million last month. During the same period, manufacturing had a meager gain of only 38,000 jobs and mining just 15,000 jobs.

Among major worker groups, jobles rates for adult men edged down to 4.5 percent in October and rose to 4.7 percent for adult women—about where they were in August. Jobless rates were generally unchanged for teenagers at 14.9 percent; whites, 4.4 percent; blacks, 11.8 percent, and Hispanics, 7.9 percent.

Resources

PUBLICATIONS

The AFL-CIO Campaign for Health Care Reform answers questions commonly raised about rising health care costs and the need to expand benefits to cover the 37 million workers and their families who are without protection.

The AFL-CIO pamphlet outlines a grassroots campaign for reform and includes specific activities that unionists can join in to bring about a national health care program. Available from the pamphlet division as publication no. 195.

A. Philip Randolph: A Man and His Deeds is a flier about the traveling exhibition and permanent memorial to A. Philip Randolph. The monument to Randolph will be at Union Station in Washington, D.C. Contributions to the memorial fund can be sent to the AFL-CIO Secretary-Treasurer, 815 16th St., N.W., Washington, D.C. 20006. Available from the pamphlet division.

International Worker Rights, a new publication by the Dept. of International Affairs, reviews the condition of trade union and human rights around the world and outlines the AFL-CIO's efforts to help end exploitive practices like child labor, unsafe working conditions and repressive government actions against union members.

Actions by the international labor community to help secure the rights of unions and workers are discussed, along with conventions adopted by the United Nation's International Labor Organization to bring about freedom of association and reasonable work standards. Available from the pamphlet division as publication no. 194.

FILMS and VIDEOS

The Battle for Eastern Air Lines is a new Public Broadcasting System documentary that traces the history of labor relations at Eastern from the early Frank Borman era—when supervisors hid in jet engines to spy on workers—to the current outrages committed by Frank Lorenzo. The video exposes Lorenzo's corporate schemes to sell off the airline's resources and asks, ''Has the American corporation become nothing more than a collection of assets to be stripped and plundered by financial managers?'' Produced by WGBH-Frontline. Rental $5.

Family Leave, produced by the AFL-CIO Dept. of Legislation, spotlights the shortcomings of U.S. work policies that have not kept up with the new realities of family life. The program features three case studies of individuals who lost their jobs or were denied time off to deal with family emergencies. It ends with a discussion of the Family & Medical Leave Act—now being considered by Congress—and includes suggestions as to how individuals and unions can help get the measure passed. $5.

B.E.& K.: The Workers' Enemy and **Workers Fight Back the B.E.& K. Campaign** are two new videos produced by the Carpenters. B.E.& K. is a nonunion construction firm which not only builds new facilities—primarily in the paper industry—but supplies strike-breaking ''production and maintenance services'' to clients. The two videos outline the campaign being waged by the Carpenters and the Paper Workers and expose recent B.E.& K. tactics. The videos can be purchased from the Carpenters, 101 Constitution Ave., N.W., Washington, D.C. 20001, 202/543-5724 for $10 per tape. Rental from the AFL-CIO Film Division, $5 per tape.

Take Care is a professional musical revue created from the real experiences of hospital workers—members of Retail, Wholesale & Dept. Store Union in New York City. This lively half-hour video features excerpts from the revue interspersed with comments from workers. Produced by the Bread & Roses Cultural Project. $5.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Voices That Count is a 20-minute video that explains what unions do, how collective bargaining works and the role unions play in establishing democracy in the workplace. Workers discuss the importance of their unions and employers talk about positive experiences with a unionized workforce, in terms of higher quality work, lower turnover and greater productivity. Produced by the University of Minnesota, Labor Education Service. $5.

CONFERENCES/PROGRAMS

A one-day program on ''Labor and Free Speech'' will be sponsored by the American Labor Museum on Nov. 18. The series of lectures by civil liberties and labor history experts will begin at 1 p.m. at Veteran's Hall in Haledon, N.J., one block from the museum. Admission is free. More information is available from museum director Edward Rosney at 201/595-7953.

'New boldness' moves immigrant workers

Nearly 350 immigrant workers and their families jammed UAW Local 509 hall in Pico Rivera for the first membership meeting of the California Immigrant Workers Association.

The associate members set up standing committees on organizing and worker defense, know your rights, education and empowerment and cultural concerns.

Through CIWA and the Labor Immigrant Assistance Project, immigrant workers have been able to meet the revised immigration law requirements for legalization and resident status. The program offers legal assistance, English and civics classes and other aid for workers seeking legal status.

But the CIWA program has paid off in other ways as well. Several organizing campaigns have been sparked by immigrant workers—who learned they could rely on the union movement for needed legal advice and education to become legal residents—are now turning to unions for help in the workplace.

At Colortex, workers approached CIWA for help in gaining union representation, citing low pay, lack of health insurance and other basic benefits and favoritism and abuse from supervisors. CIWA organizers and representatives of the Clothing & Textile Workers met with the workers and prepared them for the company tactics they would likely encounter.

The company responded with an intimidating anti-union campaign and fired three key supporters. But ACTWU, stressing that the firings were a blatant labor law violation, won a $25,000 settlement for the three workers. That organizing drive is continuing.

The Machinists are involved in an active campaign at Barber-Webb Co., a firm that makes linings for tanks, reported Claudio Figueroa, an IAM organizer. After attending English classes sponsored by the immigrant project, several workers contacted CIWA asking for help on the job. Twenty-one showed up for an initial meeting with CIWA organizers, where they learned what their job rights are and possible company actions. Of the 41 mostly Latino workers, 32 have signed authorization cards and are on the in-plant committee.

The IAM is seeking formal recognition of the union and has filed a petition for a National Labor Relations Board election.

Ernesto Medrano of the Labor Immigrant Assistance Project said several more organizing leads had come in as workers met with union counselors on immigration issues and began talking about workplace concerns.

''There is a new boldness developing among these workers,'' Medrano said. ''Earlier, immigrant workers were afraid to speak up, because an employer's threat to call the Immigration & Naturalization Service was very real. But now they are prepared to go on and organize.''

Since the program began 18 months ago, CIWA has signed up nearly 3,000 immigrant workers as associate members. They pay annual dues of $200.00.

OSHA fines USX Corp. record $7.3 million

The USX Corp. was fined a record $7.3 million by the Occupational Safety & Health Administration for violations of federal job safety regulations at its Fairless Hills and Clairton, Pa., plants, which employ 5,500 Steelworkers.

USWA Safety Director Michael Wright said the company ''fully deserves'' the citations and penalties assessed by OSHA.

Union safety and health committees at the two facilities documented thousands of serious hazards in both plants, where four workers have died in the past two years as well as 17 since 1972, Wright said.

The Clairton citations came as a result of a complaint to OSHA by the union safety and health committee, following attempts to get USX to correct the deficiencies, Wright said. At Fairless, citations might have been avoided if USX had agreed to fund a joint union-management safety audit of the plant, he said.

In issuing the citations, Labor Sec. Elizabeth Dole said, ''The magnitude of these penalties and citations is matched only by the magnitude of the hazards to workers which resulted from corporate indifference to worker safety and health.'' She noted the record-keeping viiolations occurred despite a promise by USX in an earlier corporate-wide agreement to correct such deficiencies.

Both plants were cited for structural safety and electrical safety standard violations. In addition, the Fairless mill was charged with numerous willful violations of standards for safe walking, work surface, crane safety hearing conservation, machine guarding, power transmission, and record-keeping.

Newsmakers

AFL-CIO President **Lane Kirkland** and Building & Construction Trades Department President **Robert Georgine** will be part of a U.S. presidential delegation to visit Poland on a five-day fact-finding mission. Also on the mission are Agriculture Secretary **Clayton Yeutter,** Commerce Secretary **Robert Mosbacher,** Labor Secretary **Elizabeth Dole** and Council of Economic Advisers Chairman **Michael Boskin.**

The delegation will examine the new government's economic plan and advise the president on the best ways of assuring the effective use of U.S. assistance.

Michael Byrne has been named editor of the AFL-CIO News.

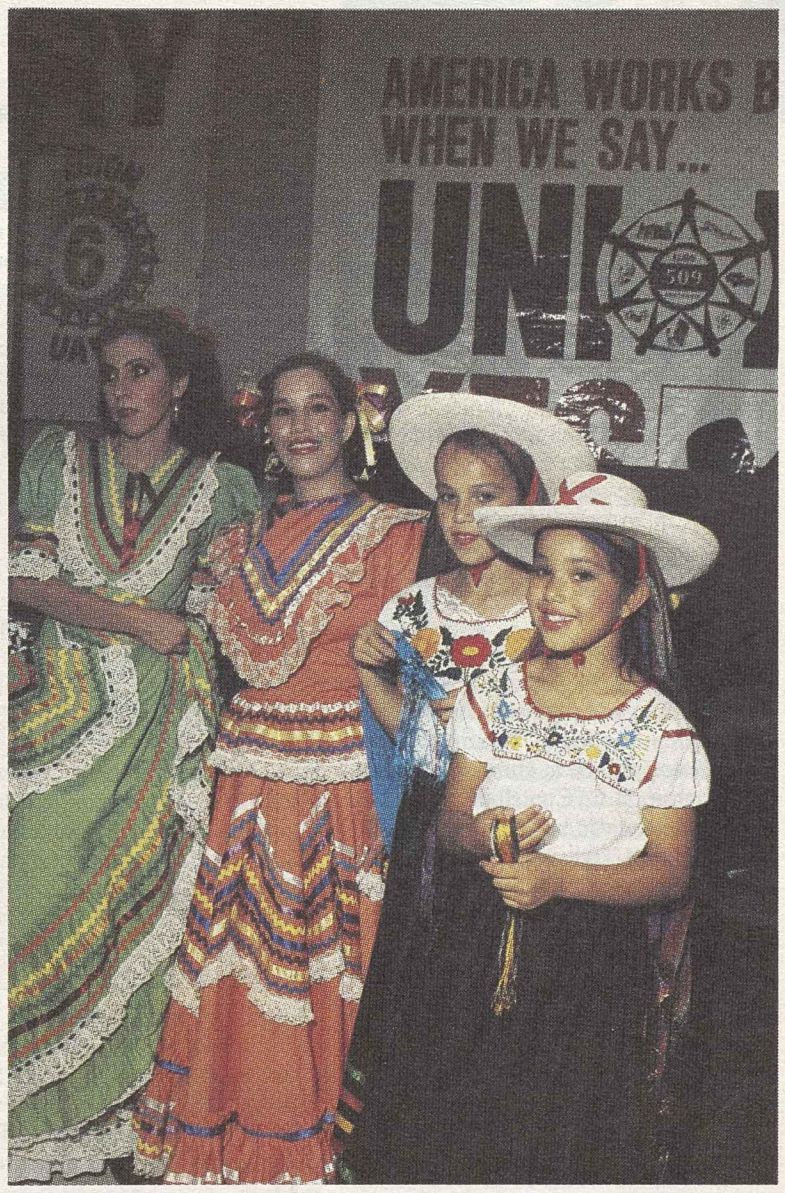
Byrne, 41 has reported and edited for daily newspapers in Kentucky, Florida and Virginia during the past 15 years. Most recently, he was managing editor of Air Force Times, a weekly publication serving U.S. Air Force members worldwide.

Byrne holds a master's degree in Journalism from Indiana University.

John Sweeney, president of the Service employees, told a Copenhagen meeting that Janitors and property service workers around the world face the same problems.

In remarks at a meeting of the Property Services Employees section of the trade secretariat, FIET, Sweeney cited health and safety problems, discrimination against women and minorities, and the subcontracting out of the work.





Union Yes!

Immigrant workers and their families take care of business at the first membership meeting of the California Immigrant Workers Association, then enjoy a fiesta with folk dancing, traditional music and food. (Story on Page 15).

INSIDE

VOLUME 34, NUMBER 23
NOVEMBER 13, 1989

AFL-CIO NEWS

1 ***Eastern, wage bills headed to President***

The House passes measure calling for a commission to investigate the Eastern strike, and Senate action sends the $4.25 minimum wage bill to the White House.

2 ***Labor's candidates score near sweep***

Candidates endorsed by unions won dozens of off-year election, including critical races in New York, New Jersey and Virginia.

5 ***Homer to Virgil, a poetic switch***

A wrong was righted when the poet Virgil was given proper credit for his quote—Labor omnia vincit—used on a mural at AFL-CIO headquarters.

7 ***Review of issues facing '89 convention***

AFL-CIO Executive Council report to the convention stresses the solidarity of unions throughout the world, and issues facing U.S. workers.

11 ***Steelworkers make magic at Aladdin***

Solid working relationship between USWA Local 4802 members and management at Aladdin Industries gives company the competitive edge.

14 ***Union advantage $5.26 an hour***

The gap between union and nonunion compensation widened to $5.26 an hour, a 49-cent rise since the first quarter of 1989.

UNION YES

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AFL-CIO NEWS

VOLUME 34, NUMBER 24 ® NOVEMBER 27, 1989

FOCUS



Excerpts from speeches by Lane Kirkland and Lech Walesa, pages 8-9.

Solidarity rings through convention



Lech Walesa displays the George Meany Human Rights Award.

Walesa appearance punctuates federation's renewed strength

By Gene Zack

Solidarity, which AFL-CIO President Lane Kirkland hailed as ''the oldest and most modern bedrock principle of trade unionism,'' rang loud and clear throughout the 18th Constitutional Convention.

The theme was given special emphasis with the dramatic appearance of Poland's Lech Walesa, who thanked American labor for standing ''in solidarity with Solidarity.''

A giant banner dominated the convention hall proclaiming the ''Solidarity'' message as Kirkland declared that ''no gathering of trade unionists can have a higher mission than to dedicate itself to the future promotion and enrichment of that principle.''

In an emotion-charged appearance, Walesa told cheering delegates that American labor has been ''our most steadfast ally in the trade union struggle for human rights'' in Poland, and declared that ''the bond of friendship between Solidarnosc and the AFL-CIO is strong and enduring.''

Underscoring the message of solidarity still further, hundreds of striking union members—Mine Workers clad in camouflage fatigues, Pilots in their dress uniforms, Machinists, Electrical Workers, Transport Workers, Communications Workers and Musicians marched through the convention hall, to the stirring words of ''Solidarity Forever'' chanted by hundreds of hand-clapping delegates.

In his keynote address, Kirkland cited a decade of progress in union affiliations and reaffiliations. Recalling that when he assumed the presidency 10 years ago, he accepted a convention mandate ''to do my best to bring all trade unions under the banner of the AFL-CIO,'' Kirkland declared: ''I kept my promise.''

That reunification of the American labor movement ''has coincided with greater solidarity at every level of this federation,'' he emphasized. ''Despite the barriers and assaults by the forces, fronts and hired hands of reaction,'' labor has made gains in the organizing, legislative and political arenas.

''Solidarity has been our shield against the most primitive and the most sophisticated assaults by the agents of avarice and exploitation,'' Kirkland said, and ''has helped us to weather the harsh climate of the 1980s, unimpaired in vigor and tougher in spirit and resolve.''

The ''collective power of workers through their unions,'' he stressed, now faces new challenges, as America recovers from Reagan Administration schemes that relied on ''throwing money and license at the rich and powerful, doubling the national debt, and dismantling the government's role, regulation and oversight.''

Those economic policies were a ''con game,'' Kirkland said. ''The bills are coming due and the ticking time-bombs are going off.'' It will cost $300 billion to rescue the nation's savings and loans from ''an orgy of greed and speculation,'' he continued, and it will take

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Labor law overhaul is urged to protect rights of workers

In a clear call for an overhaul of the nation's labor code, the AFL-CIO condemned existing laws that ''discourage the efforts of workers to organize, undermine the enforceability of their collective bargaining agreements and make workers who exercise their right to strike put their jobs on the line.''

What the country needs, the convention declared, is ''a labor law that assures the right of self-organization in fact as well as in theory to all workers—public as well as private, professional as well as non-professional, part-time as well as full-time, temporary as well as permanent, 'managerial' employees and guards as well as production and service employees.''

Delegates agreed that new labor legislation should:

- Protect workers' right to make a free choice on representation without employer interference.
- Accord all workers the right to bargain over every issue of concern to them.
- Guarantee that once a labor agreement is reached, its provisions be ''enforceable for its term'' to prevent employers from dodging their contractual obligations.

In the public sector, the resolution continued, workers ''deserve real collective bargaining rights, not its facade.'' It deplored as ''intolerable'' the fact that 4 million state and local government employees are denied the right to organize and bargain collectively, while other political entities—including the federal government—''have provided collective bargaining in theory, but not in substance.''

Because the AFL-CIO ''is not so naive as to believe'' that the Bush Administration will support such legislation or that states will easily change their minds, the delegates pledged to wage a fight to secure the election in 1990 of ''a Congress and of state officials committed to enacting fair labor legislation.''

During floor discussion, Steelworkers President Lynn R. Williams criticized government and business leaders who praise the emergence of free trade unions behind the Iron Curtain while undermining the rights of workers at home.

In this country, Williams emphasized, workers are subjected to ''difficulties, injustices and discrimination'' when they try to organize and when

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National health care campaign launched

Labor will press Congress for affordable, quality medical care plan

By Arlee C. Green

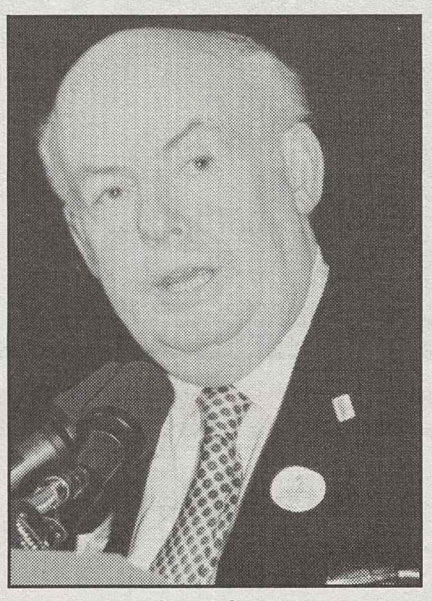
The AFL-CIO launched a grass-roots health care campaign to press for legislative reforms to control costs, expand access and improve the quality of medical care in the United States.

Comprehensive health care reform is "desperately needed" and "must come from the United States Congress rather than from the bargaining table," said federation Vice President John J. Sweeney at a press conference that announced the campaign.

The convention adopted a resolution on health care that outlines a three-pronged program to enact legislation that would:

- Control the rate of increase in health care costs and eliminate wasteful and unnecessary procedures.
- Guarantee all Americans access to a package of basic health care benefits.
- Improve research on the effectiveness of health care technology, establish a process for the development of practice guidelines for physicians, and make information about the cost and quality of services available to consumers nationwide.

Sweeney, chairman of the Executive Council's Ad Hoc Committee on Health, said the problem of providing



Vice President John J. Sweeney

affordable, accessible, quality health care to all Americans has "become so big and complex, so out of control, that unions and employers have been reduced to haggling over who picks up the ever-increasing tab."

The resolution said the AFL-CIO will work to assure that national health care financing does not unfairly penalize any one age group and that it is as progressive as possible. Further, any national health care program should require medical providers to accept negotiated fees as payment in full and that fair limits be placed on out-of-pocket costs for all citizens.

The federation's campaign seeks a national solution, Sweeney said. AFL-CIO affiliates are committed to redoubling their efforts at the bargaining table, encouraging employers to join in the fight for basic health care reforms, and sending rank-and-file delegations to visit members of Congress in their home districts.

The AFL-CIO also will "explore the feasibility of developing centers for retirees that would provide high quality, comprehensive health care and social services to union members," the resolution said.

Communications Workers Vice President Barbara J. Easterling, who joined Sweeney at the press conference, explained her union's efforts to prevent the rollback of medical benefits at NYNEX, a regional Bell operating company serving New York and New England where 60,000 CWA and Electrical Workers members struck over the company's health benefit takeback demands.

The NYNEX strike has since been settled, with the IBEW and CWA ratifying contracts that preserve their health benefits.

AFL-CIO Vice President John J. Barry, president of the Electrical Workers, spoke for the resolution, calling the U.S. health care system the "most expensive and least effective in the industrialized world." He urged labor, industry and government to "form a coalition to deal with the crisis before it is too late."

Vice President Owen Bieber stressed that quality of and access to medical care is so uneven that millions of American lives are at daily risk. He noted that 37 million citizens lack medical insurance, and 60 million more have inadequate insurance in the face of a serious health care problem.

Vice President Lenore Miller urged support for health care workers, stressing that "we need a national health care agenda so that they can provide the care they are dedicated to providing."

Miller pointed out that 900 RWDSU members have struck Post Cereals in Battle Creek, Mich., over the company's demand for health benefit givebacks.

Congress leaves call for child care, family unanswered

Congress adjourned for the year without resolving a dispute over funding for a child-care package to aid working parents, but Democratic leaders in both houses called child care a top priority when legislators return to Washington in January.

As Congress debated the child-care issue, the convention reaffirmed that "dramatic changes in American family life" and the workplace require quality, affordable child care and for family leave policies.

The comprehensive child-care bill included by the House in its budget reconciliation package was dropped from the final budget package when conferees deadlocked over funding the $1.75 billion program. Earlier, the Senate adopted a similar child-care measure that was not attached to its budget package.

One House proposal would fund child-care programs through direct grants to providers, while another called for expanded benefits under social security entitlement programs.

In supporting the resolution on child care, AFL-CIO Vice President Joyce Miller noted that child-care needs will grow through the turn of the century. "By 1995 two-thirds of mothers with preschool children and three-quarters of women with school-age children will be working outside the home," she said.

Today there are only 2.5 million places for 10.5 million children under six years of age, she said, asking "what is going to happen to those 7.5 million children who cannot receive quality child care?"

Miller also stressed that the wages of child-care workers "must be raised to a decent standard of living."

The resolution called for a legislative package that will:

- Make child care more affordable for low- and moderate-income families.
- Increase the supply and variety of child-care providers.
- Improve the quality of care by ensuring the safety and health of children being served.
- Maintain the constitutional separation of church and state in provision of child-care services.

The convention also called on affiliates to emphasize the importance of child care as a bargaining issue, survey members to determine preferred arrangements and encourage participation in local child care coalitions.

In a related resolution on family and medical leave, delegates noted that, among industrialized countries, only the United States and South Africa have not adopted a national leave policy to help working parents with their family and job responsibilities.

AFL-CIO Vice President Gerald W. McEntee reinforced the call for quality child care, stressing that "working parents cannot wait while policy makers debate such questions as 'whose problem is it' or 'where will we get the money for child care' or 'who will provide it.' The problem is here and it won't go away," he declared.

McEntee, who is president of AFSCME, outlined his union's efforts to win child-care benefits through bargaining and pointed to 60 on-site child-care centers nationwide and union participation on state child-care task forces as evidence of the issue's importance.

But "there has to be a national partnership of labor, employers and government to solve this problem," he stressed. McEntee chairs the AFL-CIO committee on family needs.

Vice President Morton Bahr pointed out that many families are faced with multiple demands—"to house and educate children, pay for child care, save for the future and care for dependent parents."

With less than 10 percent of today's families conforming to the so-called traditional two-parent, father-at-work, mother-at-home model, Bahr said, quality child care, wage discrimination, flexible work schedules and other family issues "are no longer just women's problems," but concern all workers.

Bahr, president of the Communications Workers, said the settlement his union reached with AT&T Co. earlier this year made "excellent progress" toward winning a full package of family and work benefits.

The national agreement allows workers to take up to a one-year leave of absence to care for a child or an ill relative, with guaranteed job return protection and full health care coverage for six months, Bahr said. Other improvements included seed funds for day care and elder care centers and company payments toward adoption.

"The collective bargaining process is still alive and very relevant in America's economic life," he said, noting that company officials have acknowledged that efforts that enable working parents to better meet their responsibilities at home are good business. But "we must have the involvement and leadership of the federal government," he stressed.

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Strikers rally the convention with rousing calls for dignity and justice in their workplaces.

Outpouring of support bolsters strikers

By Candice Johnson

President Bush's veto of a bill creating an independent panel to look into the nine-month-old dispute at Eastern Air Lines ''delivers a strong message to every working American that the President is not on their side,'' the AFL-CIO declared.

Bush vetoed the measure shortly before the midnight deadline for action and as Congress adjourned for the year. No attempts were made to override the veto before adjournment, but Sen. Edward M. Kennedy (D-Mass.) said he would try to bring the issue to the floor in January.

The dispute at Eastern and other battles for dignity at the workplace were spotlighted during the convention by hundreds of striking union members who marched through the convention hall while delegates raised their hands and voices in ''Solidarity Forever.''

The marchers were led by Musicians President J. Martin Emerson and members of AFM Local 369 on strike against five casinos in Las Vegas. Other marchers included Communications Workers and Electrical Workers on strike at NYNEX, Mine Workers battling Pittston Coal Group Inc., Machinists from picket lines at Boeing Co., and Air Line Pilots, Transport Workers and Machinists fighting for fairness at Eastern.

The NYNEX and Boeing strikes have since been settled. (See stories, page 14)

Following Bush's veto of the Eastern bill, the Eastern pilots Master Executive Council voted unanimously to end its sympathy strike and return unconditionally to work. Calling the decision to return a difficult one, the council said it was acting to ''protect jobs, uphold the profession'' and ensure safe operations at Eastern.

In calling on Congress to override the veto, the AFL-CIO declared that ''with his failure to sign the bill, the President has dropped any pretense of fairness and chosen sides with Frank Lorenzo, a symbol of the worst type American employer.''

The convention deplored the brutal anti-labor tactics and unfair employers seeking to ''bend and break the nation's labor laws. . . . These courageous workers are striking on behalf of all trade unionists and their families. . . and deserve all the support a united labor movement can muster,'' it added.

John Bowers, president of the Longshoremen, put those words into action with a financial boost to the striking United Mine Workers.

Bowers told delegates how, decades earlier, former UMW leader John L. Lewis loaned the ILA $1 million. While ''we were slow paying that money back,'' we paid every cent, he said, although Lewis refused to accept any interest on the loan.

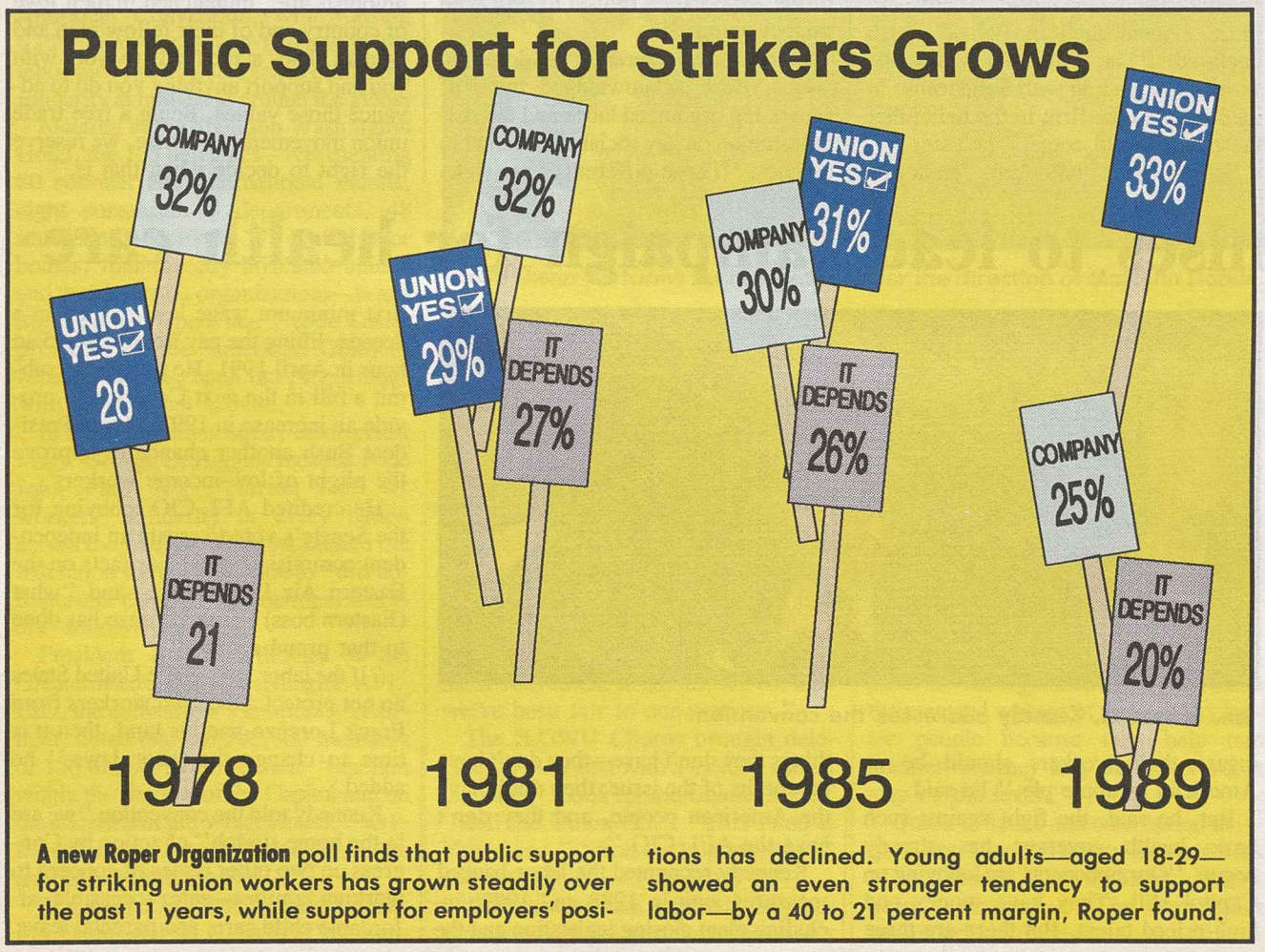
Following the moving solidarity demonstration, ''I took a vote from my executive board and when I go back I'm going to write a check for half a million dollars to the UMW,'' Bowers declared.

Delegates from several affiliates spoke of the ways labor solidarity helped win a contract, turn around an employer or provide the winning edge in an organizing campaign.

President Lenore Miller of the Retail, Wholesale and Dept. Store Union credited striking miners, Eastern strikers and other trade unionists who bolstered the successful contract fight of RWDSU Local 1199 for 47,000 New York hospital workers.

The presidents of unions battling Eastern Air Lines—George Kourpias of IAM, Henry Duffy of ALPA and George Leitz of TWU—thanked the labor movement for its help in winning

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A new Roper Organization poll finds that public support for striking union workers has grown steadily over the past 11 years, while support for employers' positions has declined. Young adults—aged 18-29—showed an even stronger tendency to support labor—by a 40 to 21 percent margin, Roper found.

Delegates put high priority on organizing

The AFL-CIO geared up to intensify its organizing efforts in the face of labor laws ''riddled with weaknesses'' and massive employer campaigns of ''fear, harassment and intimidation'' designed to deny workers collective bargaining rights.

Despite this hostile environment, the convention declared, there are ''encouraging signs that the desire of workers for unionization remains as strong as ever.''

Organizing is the labor movement's ''lifeblood,'' delegates emphasized, and remains ''the most critical element in the pursuit of our historic goal of helping working people secure justice, dignity and a voice in the workplace and throughout society.''

''The challenge of organizing the unorganized has never been greater,'' the convention said in a resolution that underscored the fact that new technologies and an emerging global economy have brought drastic changes to America's workforce and new facets of employment.

Unions that put extensive resources into specific organizing goals and use innovative techniques in support of traditional, time-tested methods of organizing ''are finding great success in areas of the country that have been typically portrayed as anti-union,'' the federation pointed out.

A common element in these efforts has been the expansion of the organizing mission to include volunteer rank-and-file members who constantly are reaching out to potential members and advising professional organizers when the time is ripe for full-scale campaigns.

The convention praised the federation's procedure for resolving organizing disputes by effectively ''reducing wasteful inter-union rivalry.''

The AFL-CIO's new Organizing Institute won praise for its efforts to promote union cooperation, develop volunteer organizing programs, provide special training sessions, and offer added opportunities for unions to exchange ideas and information about organizing.

The resolution renewed the AFL-CIO's commitment to ''the critical task of expanding the benefits of trade unionism to millions of new workers.''

Prior to unanimous adoption of the resolution, Service Employees President John J. Sweeney emphasized that, despite ''one of the most anti-union Administrations in our history,'' labor is ''still alive and kicking, and workers are organizing now more than ever.''

''Despite the anti-union efforts of employers, despite firings and harassment, despite a labor board that remains nearly useless,'' Sweeney declared, ''workers are still putting their jobs on the line and fighting for their union.''

Teamsters Vice President Walter Shea called for intensified efforts in bringing trade union benefits to more workers ''so we can continue to do the great work that we have done.''

Milan Stone, president of the Rubber Workers, said that after ''the stagnant period'' of the Reagan Administration, ''the tide is turning, the fear is subsiding'' and the prospects are now better than ever for organizing the unorganized.

Also speaking in support of the organizing resolution were President John Sturdivant of the Government Employees, President Robert F. Harbrant of the AFL-CIO Food and Allied Service Trades Dept., and Electronic Workers delegate Willie Rudd.

Convention deplores shortchanging of U.S. workers

By Gene Zack

Economic growth and social justice continue to elude the average American, as ''trickle-down economics and shortsighted, profits-at-any-price business priorities continue to dominate the nation's major economic policy decisions,'' the AFL-CIO declared.

''Many American workers and their families fail to share in the economic gains accruing to big corporations and to a relative handful of the rich,'' delegates emphasized. They noted that most of the benefits from the expansion of the past seven years went to those ''already at the top of the economic ladder.'' Middle America, they said, has seen little or no improvement, and those at the bottom are worse off than they were in 1979.

Meantime, such fundamental issues as education, training, civil rights, poverty, housing and public facilities ''are pushed to a back burner because of the sorry state of the federal government's finances.''

The resolution criticized huge federal budget and trade deficits, growing foreign debt, corporate mergers and takeovers, plant closings, inadequate protections against layoffs and ill health, and unfair distribution of income. It called for ''economic policies which promote social progress as well as material well-being.''

Full employment remains the key to a healthy economy, the federation emphasized, and can be achieved by ''broad-gauge national economic policies'' in the fiscal, monetary and trade areas.

''These economic policies must be supported by social policies and programs addressed to specific needs and gaps such as education, training, anti-discrimination, family leave, child-care facilities, and workplace health and safety,'' the resolution asserted.

The convention also recommended adoption of new programs to aid the elderly, disabled and homeless, to safeguard the environment, to attack the twin scourges of drugs and crime, and to rescue the nation's crumbling infrastructure.

These needs, delegates said, can only be met by more revenue. ''The current federal revenue shortfall is the result of unwise and unfair tax cuts, not excessive spending,'' the convention declared as it called for closing tax loopholes and a more progressive rate structure to ensure that corporations and the rich pay their fair share of taxes.

The federation also strongly opposed Bush Administration schemes to tax the capital gains of the wealthy at a lower rate than workers' wages, and demanded an end to tax policies that encourage ''anti-social, non-economic mergers, takeovers and leveraged buyouts by speculators and raiders who juggle billions of dollars of other people's money, too often at the cost of lost jobs and shattered communities.''

''Poverty remains a persistent national problem,'' the resolution said. ''The special needs of moderate- and middle-income Americans should be met by carefully targeted social programs like child care, parental leave, pension reform'' and enactment of legislation to assure ''quality affordable health care to all Americans.''

At the state and local level, the convention said, there remains too heavy a reliance on taxes ''which overburden poor and middle-income families.'' It called for strengthening corporate and personal income tax structures, and urged tax relief for lower-income homeowners and renters.

Bush: Labor giving voice to freedom

Free trade unions are ''a leading force for democracy,'' President Bush declared, as he saluted the AFL-CIO for ''protecting the rights of Americans at home,'' and striving to bring the same rights to workers around the world.

''Labor has been an enduring force for freedom—at times a cry in the wilderness, at times the conductor of a thundering chorus—rejecting all forms of totalitarianism, fascist and communist alike,'' the President declared. ''With each passing year, through the labor movement, freedom is finding its voice.''



Lech Walesa acknowledges applause when he is introduced by President Bush.

Bush was the first President to address the federation's convention since Jimmy Carter in 1979, and the first Republican chief executive to do so since Richard Nixon in 1971.

His arrival at the hall was greeted with polite applause. But when Bush mentioned the name of Lech Walesa, seated a few feet from him on the dais, the convention erupted in sustained cheers and a standing ovation.

In a speech devoted almost exclusively to international affairs, Bush praised America's unions for being among the first to recognize the ''great evil'' of the Hitler regime. ''You extended your hand in solidarity to those fighting in the early underground movement'' in Nazi Germany, the President said.

After World War II, he continued, ''American labor went to work rebuilding democratic institutions and independent trade unions'' and ''stood firm'' when the tide of international communism threatened Western Europe.

''American labor's commitment to freedom around the world'' is nowhere more evident than in Poland, Bush declared. ''The AFL-CIO was at the forefront, standing with Solidarnosc in its darkest hour, firm in the belief that the dawn would come,'' he said.

Solidarnosc ''unlocked freedom's door,'' and now ''workers around the world are risking everything for democracy,'' the President said, citing as examples the strike of coal miners in Siberia, and rising demands by workers in Hungary, Bulgaria and East Germany for free trade unions.

Bush called these openings toward freedom of association ''a vindication of the AFL-CIO's refusal to deal with puppet unions.''

In his only reference to domestic issues, Bush acknowledged the gulf separating organized labor and the Administration on key social and economic policies. ''Those differences are signs of a democratic life,'' he said.

At the conclusion of the President's remarks, delegates made plain one area of disagreement—establishing a blue-ribbon panel to review the Eastern Air Lines dispute. Rising to their feet, they chanted, ''Sign the bill.'' Bush vetoed it one week later.

Kirkland told Bush that American unionists are ''unmatched in their love of country and of their fellow man and woman. They stand ready to work with you and support anything you do to advance those values. Being a free trade union movement, of course, we reserve the right to decide when that is.''

Kennedy promises to lead campaign for health care

Health care should be a birthright of all Americans, instead of a privilege for the few, Sen. Edward M. Kennedy (D-Mass.) told convention delegates, predicting that Congress will pass reform legislation.

''The American people understand the need'' for national health care, Kennedy said. ''Politicians are beginning to understand. Progressive businesses are beginning to understand. And by the time you finish the National Health Care Campaign you are launching, President George Bush will catch on too, and have no choice but to sign the bill we intend to send him in 1990.''



Sen. Edward M. Kennedy addresses the convention.

Kennedy, who addressed the convention on ''Family Issues Day,'' explained that the Basic Health Benefits Act he is sponsoring would mandate employer-paid health care insurance and public health insurance to those without jobs. ''Requiring employers to insure their workers should be as American as apple pie,'' he said.

But, he said, the fight against such basic health coverage has already begun. ''Our opponents are lobbying on Capitol Hill. They have money and high-priced talent. But there are three things they don't have—they don't have the merits of the issue; they don't have the American people, and they don't have the AFL-CIO.''

Kennedy recounted the labor-backed measures won in 1988 and 1989, including plant closing legislation and the first minimum wage law enacted in a decade, lifting the pay floor to $4.25 an hour in April 1991. He pledged to submit a bill in the next Congress to provide an increase in 1992, giving President Bush another chance to improve the plight of low-income workers.

He credited AFL-CIO lobbying for the Senate's vote to create an independent commission to gather facts on the Eastern Air Lines strike—and ''what (Eastern boss) Frank Lorenzo has done to that proud airline.''

''If the labor laws of the United States do not protect American workers from Frank Lorenzo and his kind, then it is time to change the labor laws,'' he added.

Kennedy told the convention ''we are in the home stretch'' of action by Congress on two other issues of concern to working families—safe, accessible, affordable child care, and parental leave.

Top officers re-elected; 5 join Executive Council



New vice presidents assemble with President Lane Kirkland and Sec.-Treas. Thomas R. Donahue. From left are Moe Biller, John Sturdivant, Susan Bianchi-Sand, Kirkland, Richard Trumka, George Kourpias and Donahue.

By Arlee C. Green

President Lane Kirkland and Sec.-Treas. Thomas R. Donahue were re-elected by acclamation to their sixth two-year terms to lead the AFL-CIO into the 1990s.

The convention also unanimously re-elected 28 incumbent vice presidents and five new vice presidents to serve on the Executive Council. The new council members are union Presidents Susan Bianchi-Sand of the Flight Attendants, Moe Biller of the Postal Workers, George Kourpias of the Machinists, John Sturdivant of the Government Employees and Richard Trumka of the Mine Workers.

Kirkland, 67, expressed his appreciation at being re-elected, telling delegates, "I am deeply honored that you have proved willing to keep me on the bridge as we enter this last decade of the 20th Century."

Donahue, 61, said he was "grateful for your expression of confidence in this vote and through the years." He heralded the renewed growth of unions during the past two years.

Bianchi-Sand, 43, served seven years as an AFA vice president and six years as a local leader before being elected president in November 1986. She became a flight attendant in July 1969.

Biller, 74, president of the Postal Workers since November 1980, served as the union's Northeast regional coordinator and president of its largest local, New York Metro, from 1959. He joined the Post Office in 1937 and played a key role in the merger of five unions to form the APWU.

Kourpias, 57, served as a Machinists vice president from 1983 until being elected president in February 1989. He joined the union in 1952, held various posts in IAM Local 1637 and was a vice president of the Iowa AFL-CIO.

Sturdivant, 51, president of the Government Employees since August 1988, began his public service career in 1961 in Winchester, Va., joining AFGE Local 1754. He served as AFGE organizing director and was elected executive vice president in 1982.

Trumka, 40, rose through the ranks from UMWA Local 6290 at the Nemacolin mine in southwestern Pennsylvania and was elected president in 1982. He served as a staff attorney in the Mine Workers legal department from 1974 to 1977 and again from 1979 to 1980 and was elected to the union's executive board in June 1981.

The convention honored retiring council members Frederick O'Neal of the Actors & Artistes, on the council since 1969; Kenneth Blaylock, Government Employees, since 1977; William W. Winpisinger, Machinists, since 1977; Barbara A. Hutchinson, Government Employees, since 1981; and John A. Gannon, Fire Fighters, since 1987.

Theodore Bikel, president of the Actors and Artistes, and Jack Otero, vice president of the Transportation Communications Union, expressed disappointment that no representatives from the performing arts or Hispanic labor community were elected as federation vice presidents.

Constitution amended to set up AFL-CIO Transportation Dept.

A new constitutional department—the Transportation Dept.—has been created to serve the interests of workers in rail, road, air and urban transit industries.

Establishment of a ninth trade and industrial department was one of several constitutional changes approved by the convention.

All AFL-CIO unions representing transportation workers were urged to affiliate with the new department, which will "channel available resources in lobbying, economic and technical research and coordinated bargaining."

The Transportation Dept., approved by the Executive Council in July, will be added to Article XI, Section 1 of the AFL-CIO Constitution.

In another constitutional change, delegates voted to make permanent a provision adopted by the 1987 convention that authorizes the Executive Council to create and fill an additional vice presidential position in the event of a union affiliation.

The change to Article V, Section 1, enables the council "to create an additional vice presidency pending the next regular election of vice presidents and to select an individual to fill that position from the time of the council's action until that election."

Delegates also voted to raise the pay of the federation's top officers, noting that there had been a four-year lag since those salaries were last increased.

"We have entrusted heavy responsibilities to the executive officers' care. By reason of their exemplary performance in meeting those responsibilities, they deserve a salary increase at this convention," the Constitution Committee said.

Both the president's and secretary-treasurer's salaries were raised by $25,000, to $175,000 a year for the president and to $150,000 for the secretary-treasurer.

Delegates also adopted the committee's recommendation for a regular procedure to review the salaries of the president and secretary-treasurer and to determine appropriate increases.

All constitutional amendments must be adopted by two-thirds majority.

Delegates receive capital welcome to Washington

The nation's capital rolled out the red carpet for the AFL-CIO's 18th Constitutional Convention, with rousing trade union songs and tributes to the labor movement's successes in forging solidarity at home and around the globe.

Meeting at the Sheraton Washington Hotel, the 765 delegates—representing 80 national and international unions, eight constitutional departments, 48 state labor federations, 176 central labor bodies, four directly affiliated unions and two fraternal organizations—heard Metropolitan Opera star Nedda Casei, president of the American Guild of Musical Artists, open the proceedings with the national anthem.

In a moving invocation, labor priest Msgr. George G. Higgins recalled Pope John Paul II's "clarion call for workers' solidarity in every nation across the world." Higgins saluted the federation for its dedication to "this all-important cause of international workers' solidarity."

President Joslyn Williams of the Greater Metropolitan Washington AFL-CIO, the convention's temporary chairman, noted that the 200,000 members of 150 unions in the council "function within the shadow of the Capitol and on the doorstep of the White House," serving as a model of trade unionism for the nation's elected leaders.

Edward A. Mohler, president of the Maryland and D.C. AFL-CIO, emphasized that the federation's establishment of a fund for the Eastern Air Lines strikers and the arrest of its top leaders on Miner Workers' picket lines in Southwest Virginia, sends a message "that our brothers and sisters know that they are not alone."



ILGWU Chorus performs for delegates under the direction of Malcolm Dodds.

In welcoming remarks, Mayor Marion Barry emphasized that "99.9 percent of all our (municipal) workers are organized or paying service fees," and that in his 12-year tenure, public employees have not had a strike—"not because the labor movement is timid, but because we've been fair to our workers."

The ILGWU Chorus brought delegates to their feet with a medley songs, including "Look for the Union Label," "Roll the Union On," "This Land is Your Land," "Roll the Imports Back," and a rendition of "Union Yes."

The emotion that gripped delegates came to a high point on the convention's final day, when President Lane Kirkland introduced Richard Walsh, a trade unionist since 1918, former president of the Theatrical Stage Employees, and a member of the original Executive Council created following merger of the AFL and CIO in 1955.

Kirkland called Walsh, 89, "one man without whose presence no convention could be complete," and hailed him as "a great, great trade unionist."

After delegates gave him a tumultuous reception, Walsh praised the federation as "an organization that has made the men and women of this country better people because they help one another and they help the government stay on the level."

Union officials and convention delegates are "the servants of the members of our unions," he declared. "Let's keep it that way." The convention roared its approval.

Sweeping overhaul of labor law urged

Continued from Page 1

they strike to win gains in wages, hours and working conditions. "Our most fundamental responsibility . . . in America is to provide our own workers the kind of rights that we're fighting for all across the world," he added.

Bricklayers President John T. Joyce warned that "until the national labor laws reflect our national labor values, until we arrive at the point where government recognizes that it must be neutral about the collective bargaining process," organizing efforts will be frustrated and unions will be "running ever faster yet losing ground."

President Wayne E. Glenn of the Paperworkers warned that "the very life of collective bargaining is at stake" because of court decrees protecting the rights of scabs to remain on company payrolls at the end of a labor dispute. He called for legislation that would "make it an unfair labor practice to fail to reinstate employees upon the conclusion of a strike."

James E. Hatfield, president of the Glass, Molders and Pottery Workers, recalled that when the National Labor Relations Act was signed half a century ago, the message President Roosevelt sent to labor and management was that "we're going to make it a fair playing field."

But in the past eight years, he said, the labor board and the courts have worked in concert with "the greed of the corporate board room" to erode the right to fair play for American workers.

Mikulski hails labor's drive for inherent worker rights

The United States needs a public policy that matches government rhetoric about values, Sen. Barbara Mikulski (D-Md.) told delegates. And the labor movement's commitment to dignity and freedom—in the United States or around the globe—will lead that fight for fairness, she added.

Whether fighting for an increase in the minimum wage or for free trade unions around the world, the AFL-CIO's "special interest" is advancing the cause of working men and women everywhere, she said.

When Solidarity was suppressed and martial law declared in Poland more than eight years ago, many feared that the rise of workers' freedom and workers' rights was like a meteor—dazzling and glittering, but destined to fade into darkness, Mikulski said.

But the AFL-CIO helped to keep the embers of hope alive "and gave Solidarity the tools and techniques" of printing presses, video equipment and a variety of other things, she said, until events in Poland this summer won the attention and respect of the world.

Now, those people elbowing their way in to meet Lech Walesa "need to stand next to Lane Kirkland" and support the labor movement's drive for dignity and freedom, because labor is fighting for the same rights in the United States as in Poland, Mikulski declared.

"It's easy to go to Silesia and support the striking coal miners, but come to Pittston and stand with American coal miners," she challenged.

The labor movement has been called a special interest, and not with affection, Mikulski said. But it is labor's interest in job safety, pensions and education that have changed the face of America.

"You are the most important force in this country to ensure the future of this country," she declared.

Mikulski thanked the labor movement as the bridge that helped her become the first Democratic woman elected to the Senate in her own right and the first woman of Polish extraction in Congress. She served in the House before being elected to the Senate.



Sen. Barbara Mikulski

Dole pledges education effort to close 'skills gap'

Expressing concern over a "disturbing and increasing skills gap" in the work force, Labor Sec. Elizabeth Hanford Dole pledged to mobilize labor, management and education resources to help ready the next generation of workers for the job market.

As the nation enters the last decade of this century, Dole told the convention, it faces a "crisis resulting from the fact that 25 percent of our young people—perhaps as many as a million students a year—are dropping out of high school," while a "surprising number" of those who do graduate "can't even read their diplomas."

The blue-ribbon tripartite panel will be given the mission of "hammering out national competency guidelines" to help prepare youngsters for the world of work, she said. "Public education is a public responsibility and all sectors of society must work to make the changes necessary for our economic survival."

At the same time, Dole pledged to redesign the U.S. Employment Service "to equip it for the dynamics of the 1990s, not the 1960s." She said particular emphasis would focus on the nation's "forgotten youth"—the 40 percent of high school graduates who don't go on to further education.

With the work force growing at its slowest pace in four decades—only 1 percent annually—America can't afford a "random, catch-as-catch-can approach to work any longer," Dole said.

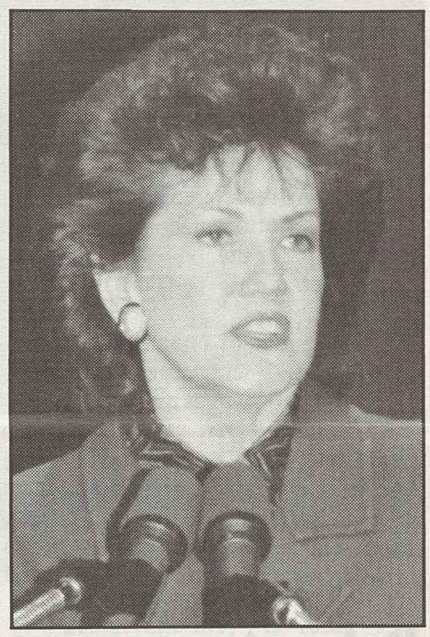
The United States is one of the few modernized nations without a formal school-to-work transition program, said Dole, who called for labor-management-education partnerships.

"In tighter labor markets," she told delegates, "employers can't afford to discriminate; they cannot afford to put workers at health and safety risks; and they cannot afford to ignore workers' obligations to family."

Pointing to a recent survey showing that working men and women put a safe workplace at the top of their agenda, Dole said she was sending "a clear and unequivocal message to those who are responsible for the health and safety of workers: they must be aware of our standards and they must comply with them fully."

Dole praised labor's "tireless efforts" to safeguard all workers—union and nonunion alike. "Protection such as worker safety, child labor laws, wage and hour laws and pension benefits are the legacy of organized labor," she stressed.

And, she said, new collective bargaining successes in child care, elderly care and parental leave "prove that you continue to be on the cutting edge of America's social agenda."



Labor Sec. Elizabeth Dole



Senate Majority Leader George Mitchell

Mitchell: Walesa sends message

One of the AFL-CIO's most enduring goals—the establishment of free trade unions for working people everywhere—was brought to life by the visit of Lech Walesa to the United States, Senate Majority Leader George Mitchell (D-Maine) told the convention.

"When Solidarity was temporarily crushed, its leaders jailed, its members harassed, you, more than anyone else, rallied to its aid," Mitchell said.

That help, along with the courage of one man who rallied his co-workers to keep fighting, has led a wave of freedom for millions in Eastern Europe, he added.

Walesa's speech to a joint session of Congress marked only the second time in U.S. history that a foreign non-head of state has addressed Congress, Mitchell said, with French Gen. Lafayette honored in that way two centuries ago.

But "it's ironic that so many who are willing to honor the Solidarity Union of Poland are hostile to unions in America. They're all for labor unions as long as they're in Poland or some other country, anywhere but the United States," he said.

"Our nation's labor laws grew out of the needs of our people, the needs of society, the needs of our economy," Mitchell said. But the nation needs more than good laws, "we need goodwill, and most of all, good leadership. American workers are entitled to as much support from any American president as are Polish workers or the workers of any other country," he declared.

Foley says federation support for rights reaps rich rewards

House Speaker Thomas S. Foley (D-Wash.) praised the AFL-CIO's longtime support for Poland's Solidarnosc and said the gains unions won for American workers "are now benefiting men and women everywhere around the world in their own struggle for democracy, self-government and liberty."

Foley told convention delegates that "as we watch in awe the transformation of Eastern Europe, we should bear in mind the lesson of Poland and the role the AFL-CIO support played in the development of democracy there and elsewhere throughout the world."

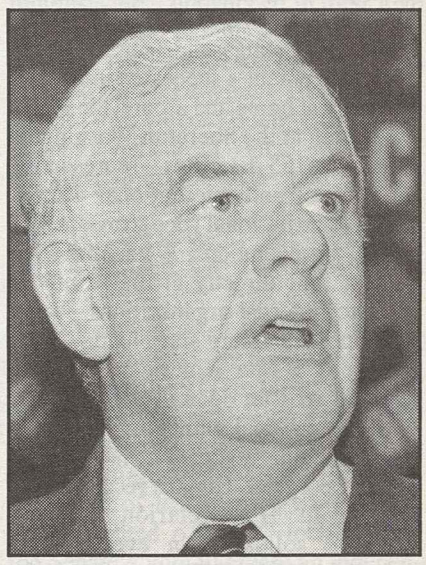
The events in Eastern Europe, Foley said, would have been "inconceivable just a few months ago."

Calling the AFL-CIO an "essential participant in the economic prosperity of the country for the past 50 years," Foley said the federation has worked "to guarantee that the American economy remains compassionate and that American workers share equitably in our economic successes."

Foley credited labor's support in electing Rep. James J. Florio to be the governor of New Jersey, L. Douglas Wilder of Virginia the nation's first black governor and David N. Dinkins the first black mayor of New York City.

On the legislative front, Foley cited labor's support for passage of minimum wage legislation and defeat of efforts to slash the capital gains tax rate—an issue he predicted will surface again.

Child care legislation "has a top priority," Foley said, and the House is moving to complete action on the Americans with Disabilities Act in this session. Noting the Family Medical Leave Act has cleared the House Education and Labor Committee, Foley pledged to bring it to the floor "at the first opportunity."



House Speaker Thomas S. Foley

Federation renews dedication to civil rights

Hooks thanks labor for its continued stand for rights

"If you believe in something, every now and then you ought to say it."

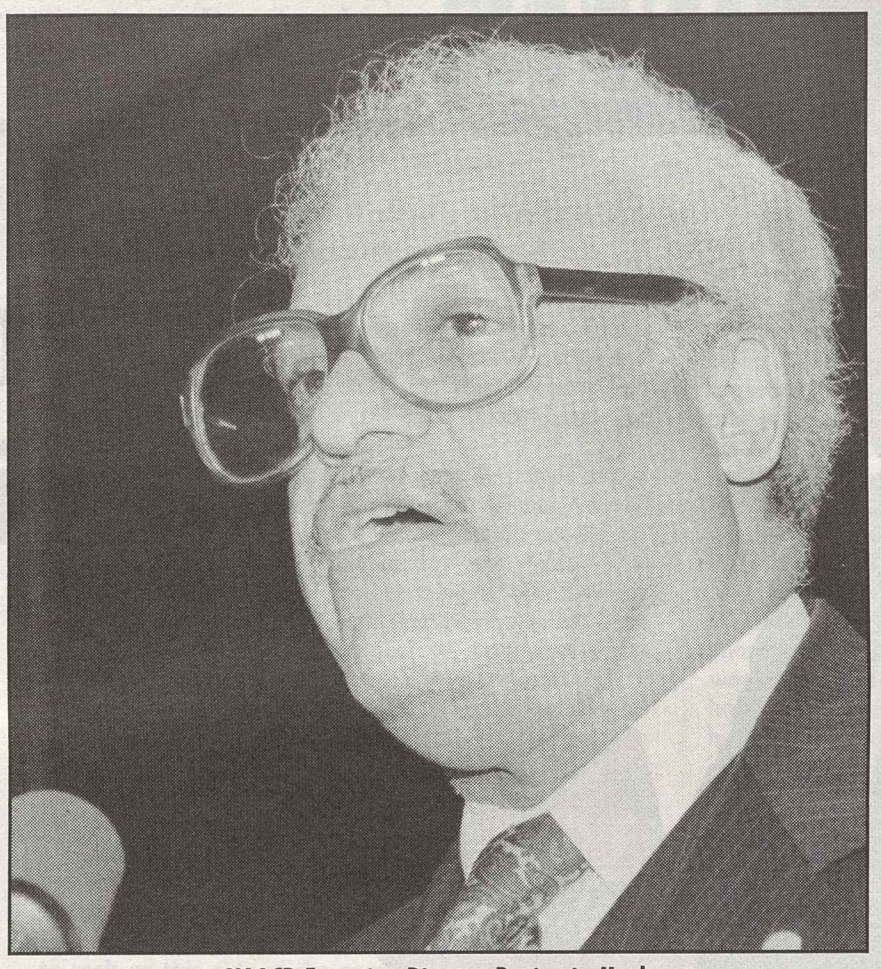
With those words, NAACP Executive Director Benjamin Hooks presented awards to the AFL-CIO and its president, Lane Kirkland, commemorating the 25th anniversary of the Civil Rights Act.

Hooks said the awards were "in appreciation for the unrelenting support of the AFL-CIO" in the struggle for civil rights and "in recognition of the solidarity between the house of labor and the civil rights movement."

Hooks credited the AFL-CIO for the inclusion of Title VII in the Civil Rights Act of 1964, guaranteeing employment opportunities in the American workplace. Intensive lobbying by the federation and its affiliates overcame fears on the part of the Kennedy and Johnson Administrations that inclusion of Title VII would endanger passage of the entire measure.

Hooks honored the "memory of the historic alliances for freedom and justice forged by such leaders of our cause as George Meany, Walter Reuther, Sidney Hillman, I.W. Abel, A. Philip Randolph, Walter White, Roy Wilkins and Clarence Mitchell Jr."

He then presented a plaque to Kirkland, calling him a "labor leader par excellence . . . an architect of coalitions that benefit all Americans, a voice for the voiceless of all races and creeds."



NAACP Executive Director Benjamin Hooks

Hooks noted that Kirkland has succeeded in trying times. "In fact," he said, "when I came to the NAACP, if I had known that Ronald Reagan was going to be elected President, I would have stayed where I was."

In its 80-year struggle to bring about racial justice and equality, Hooks told the delegates, the NAACP "has had the distinct privilege in these years of knowing . . . that standing with us, working with us has been this great organization."

Convention seeks affirmative action in the workplace

Expressing concern over the barriers of discrimination erected against women and minorities in the workplace, the convention called for "more vigorous equal employment opportunity enforcement and affirmative action programs" to redress the problem.

The federation rededicated itself to its historic role of "furthering affirmative action that ensures women, blacks, Hispanics and members of other minority groups equal opportunity not just in theory but in fact."

Delegates described as "retrogression," recent decisions by the nation's highest court putting limits on affirmative action programs, and pledged to work with the Leadership Conference on Civil Rights and congressional leaders to "restore the protections the Supreme Court has stripped from the law."

The AFL-CIO emphasized that the U.S. Commission on Civil Rights was "completely undermined" under President Reagan, and that the Bush Administration has done nothing to restore the commission's authority by again assigning it the role of "the watchdog over civil rights enforcement and programs."

The resolution also:

- Protested on-the-job discrimination against workers based on sexual orientation and supported federal, state and local laws guaranteeing the civil rights of all persons without regard to sexual preference in employment, housing, credit, public accommodations and public services.
- Urged enactment of federal legislation to afford the nation's 40 million disabled Americans the same civil rights protections already enjoyed by other minorities and women.
- Denounced "extremist groups and individuals," and called for expanded educational programs "to counteract bigotry and racial violence."
- Reaffirmed labor's coalition with civil rights and women's groups, emphasizing that close ties with organizations in this field has been instrumental in achieving equal opportunity and social and economic justice.
- Called for continued support for the Martin Luther King Jr. Federal Holiday Commission and urged continued union participation in annual birthday celebrations honoring the slain civil rights leader.

Walesa makes TV pitch for Union Yes

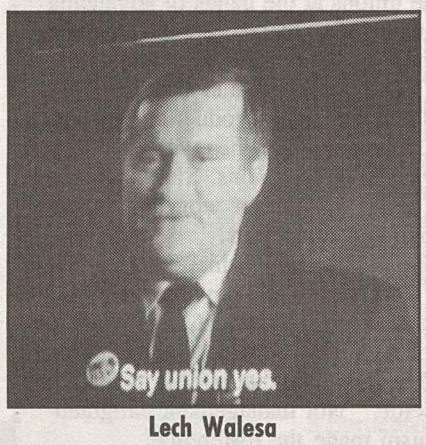
Solidarity leader Lech Walesa told Americans to "Say union yes" in a 30-second television advertisement taped at AFL-CIO headquarters during Walesa's visit to the convention.

Delegates got a sneak preview of the message, which aired on major network broadcasts and local programs the week following the convention.

Speaking in Polish—with English subtitles—Walesa thanked the American people, declaring that "you have inspired the world with the ideals of freedom, allowing trade unions to flourish and workers to have democracy on the job."

"Please continue your support for us in Poland and support your unions in the United States. Say Union Yes!" he continued.

The Union Yes campaign and other media programs to improve public understanding of unions were endorsed and expanded by delegates, who



Lech Walesa

stressed the need for "new, aggressive and creative strategies for conveying labor's messages."

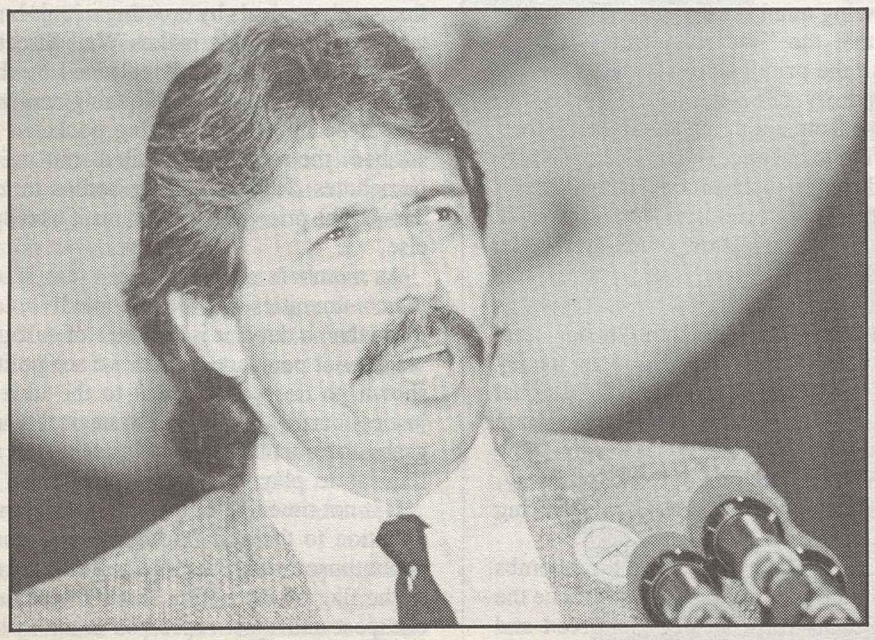
Delegates urged that communications activities through the Labor Institute of Public Affairs, George Meany Center for Labor Studies, International Labor Communications Association, and AFL-CIO Information and COPE departments be expanded and that union spokespersons be aided in developing new expertise in media techniques.

Edward James Olmos told the convention that he joined the Union Yes campaign because "unions represent values that are missing in today's society—pride, self-esteem, self-respect."

Olmos, the actor who portrayed Lt. Castillo on "Miami Vice," joined the federation's Spanish-language "Union Yes" effort.

The labor movement can help society understand "the value of a teacher, the fireman, the nurse, the policeman," so that these workers are considered the nation's highest public servants, Olmos said.

"I say Union Yes all the way," Olmos declared.



Edward James Olmos says 'Union Yes'

Delegates endorse expansion of Union Privilege Benefits

The Union Privilege Benefit Programs have demonstrated that the labor movement can be strengthened by expanding union services to members, the convention said, directing Union Privilege to continue to develop "a full menu of services and benefits."

The reduced-cost services now offered—built on the collective buying power of more than 14 million union members and their families—have met with overwhelming approval, delegates said.

"Union Privilege must also continue to explore ways of using the membership benefits it develops as tools in attracting new members to the labor movement and in retaining members who leave their organized jobs," the resolution said.

Especially in "right-to-work" jurisdictions, membership benefits "can play a powerful role in persuading those not represented by a union to join that union . . . And in workplaces in which there is not yet majority support for union representation, a benefit program can provide the foundation for recruiting" employees to join as associate members, it said.

FOCUS

"Solidarity has helped us to weather the harsh climate of the 1980s, unimpaired in vigor, and tougher in spirit and resolve for the experience."

—Lane Kirkland



Lane and Lech: solidarity with S

—Excerpted from Lane Kirkland's keynote to the 1989 convention.

Today more than ever, the solidarity of labor is the instrument of history and the lever that moves the world. No gathering of trade unionists can have a higher mission than to dedicate itself to the further promotion and enrichment of that principle.

The proposition that we are all here to help each other has, over the course of this century, given us the tools to humanize our economic system, expand liberty, democratize privilege, and give voice to the most basic aspirations of working men and women for dignity and justice on the job, in their communities and throughout society.

Solidarity has been our shield against the most primitive and the most sophisticated assaults by the agents of avarice and exploitation. It guided our actions long before the enactment of labor laws, and it has fortified us during their present perversion.

Solidarity has helped us to weather the harsh climate of the 1980s, unimpaired in vigor, and tougher in spirit and resolve for the experience. It has prepared us to enter the last decade of the 20th Century and to move with our banners high into the 21st.

Ten years ago, when you first gave me the high honor of serving as President of this federation, I promised to do my best to bring all trade unions under the banner of the AFL-CIO, where they rightfully belong. With the help of my colleagues in the leadership of this body, I kept my promise.

Today, we can proudly say that this movement is more united in solidarity and is more broadly representative of the whole family of labor than it has been for at least half a century. And, for all our failings and flaws and unmet goals, the plain fact is that the AFL-CIO is and will remain the largest and most active body of free and democratic trade unionists in the world.

The reunification of the American labor movement has coincided with greater solidarity at every level of this federation...We have improved our cooperation and teamwork in the critical task of organizing the unorganized.

In the legislative arena, we did not flinch at vetoes and threats of vetoes, but persisted until we prevailed in our efforts to enact laws assuring working people and their communities advance notice of plant closings and linking preferential trade benefits to a nation's respect for the rights of its own workers.

We did not accept defeat, but returned again and again to the effort to get a raise for those who struggle to survive on the minimum wage, until a compromise measure, acceptable for the time being, was enacted. We accept our responsibility to man the front lines in the campaign to achieve decent health care and housing for all Americans and to rally support for measures to meet the needs of working families for child care and parental leave. We stand with our historic allies in the civil rights movement to resist the efforts of the Reagan courts to turn back the clock on justice.

At Eastern Air Lines, at Pittston Coal Company and at NYNEX, you have helped sustain the cause of workers against forces in the service of greed and arbitrary power, bent on the evasion or destruction of the collective bargaining process.

The demise of trade unions at the hands of advancing technology and a changing workforce is one of the great myths that we've had to live with throughout our existence. Years ago, that myth held that unions were only for the highly-skilled and that mass production workers would never organize. Then there was the myth that public employees did not want or need unions. Similar myths have been advanced about immigrant workers, white-collar workers, women and minorities.

We insist that there are no jobs which natural law ordains as inherently poorly paid and devoid of benefits or security. Before trade unionism brought civilization to the mines and mills of America, those jobs were just as cheap and just as bad as those in what is now called the "low-paid service sector." Not management enlightenment but trade unionism made the difference.

In this century, the trade union movement, more than any other force or factor, has been the author of America's quality of life, by organizing the working masses, building their ladder into the middle class, and creating a market based on good wages and conditions that is the mercantile target of the world.

We have fueled the engine of upward mobility as generations of trade unionists gave birth and schooling to the members of today's educated class. They too should be with us and in growing numbers they are. Those who advance the theory that the "individualism" of these workers conflicts with the principle of solidarity simply do not know the territory. The desire of workers to organize does not arise from a longing to submerge their individual identities, but to enhance them. The collective power of workers through their unions has liberated people and given them opportunities for individual freedom, expression and participation which they could otherwise never realize.

We never fell for the con game, otherwise known as Reagan's "Riverboat Gamble," inherent in the idea that the nation's problems could be solved by throwing money and license at the rich and powerful, doubling the national debt, and dismantling the government's role, regulation and oversight. We resisted it steadfastly, but in vain. Now the number of those who are finding out, the hard way, that we were right all along grows with each shocking revelation.

The bills are coming due and the ticking time-bombs are going off. Three hundred billion dollars to rescue the nation's savings and loans from an orgy of greed and speculation. Another hundred billion to fix the neglected nuclear weapons plants that imperil workers and communities. HUD corrupted into a political grab bag while the homeless line the street.

The "City on the Hill" is overrun with drug dealers and addicts, plagued by deteriorating public schools, baffled by its overflowing prisons and its homeless, and saddled with the paralysis of a federal government so deep into hock that few dare to suggest the most feeble attempts at addressing these and other pressing national problems.

It is "morning after in America."

I suppose there is one small sign of progress. Over 200 years ago, our first president, George Washington, is said to have thrown a silver dollar across the Rappahannock River. A few days ago, our latest ex-President, Ronald Reagan, caught two million dollars across the Pacific Ocean.

But he is just the star in a bipartisan galaxy of individuals who have transformed public service into a finishing school for foreign agents and corporate fixers, where they prepare to get rich quick selling the inside knowledge, the influence and access they acquire and cultivate while working on the people's payroll.

Still others have left government service to collect fat fees from the Frank Lorenzos of the world, lolling in their bankruptcy playpens, or from Third World dictators who need their images polished, or from foreign competitors who need advice on how to get around our trade and labor laws and buy America on the cheap. Sooner or later, those who buy America will run America and our "best and brightest" will be their quislings.

But that bleak prospect is overshadowed by the activities of the financial manipulators and skimmers, corporate raiders and other parasites who feed off America's productive capacity in the current rampage of mergers, acquisitions and leveraged buyouts. Last year, the price of these transactions soared to more than a quarter of a trillion dollars, without producing one new or better product, service or job.

These sharks have discovered how to buy a company with its own money and credit, turn equity into debt, strip assets and saddle the burden of servicing that debt on the back of a shrunken and weakened workforce. They finance these deals by erecting a junk-bond tower of jello whose every wiggle makes Wall Street quake.

They, too, are eagerly serviced by the "best and the brightest." When the whole thing comes tumbling down, they'll be long gone, having pocketed their greenmail, stashed their loot or bailed out with their golden parachutes, leaving neither bodies to kick nor souls to damn. The price will be paid, as it usually is, by everyone else.

As members of a movement that is inherently tied to the communities in which people live, love of country is more than a duty, it is a matter of self-preservation. Yet we are not persuaded when we see politicians who have shown no deep attachment to the idea of "liberty and justice for all" become so hysterical when some nut case grabs for attention by setting a match to the American flag, as to play cheap games with the Bill of Rights.

Is it not time that our elected representatives turn their attention to the real flag-burners in our country? What about those employers who practice transitory allegiance to the flag of any nation that will provide them with the cheapest and most repressed labor in the world? What about those who will pay starvation wages and no benefits

"You have proven to be our most steadfast allies. . . Now the time has come to thank you; to thank you for your solidarity with Solidarity."

—Lech Walesa

Solidarity

—Excerpted from Lech Walesa's address to the 1989 AFL-CIO Convention.

Dear brothers and sisters of the AFL-CIO: This is a meeting that has been a long time in coming. The bond of friendship between Solidarity and the AFL-CIO is strong and enduring. You have proven to be our most steadfast allies in the trade union struggle for human freedom.

I am honored, at long last, to accept on behalf of my trade union, the George Meany Human Rights Award, which I had planned to pick up exactly eight years ago.

A vast movement for democracy and freedom is developing in my country. It is changing the political face of Poland and of the world. And that movement has been made possible only through the peaceful struggle of working people, of trade unionists like you and me.

Today the working people of Poland are struggling to rebuild their country, to create a stable, democratic society. We will need your help. And we know we can count on it. You have been unfailing and reliable allies and we know you will not let us down.

I travelled across the Atlantic just to tell you that hope has found its way to Poland too. For the first time in several dozen years, Poles can feel the breeze of freedom in their own country, the breeze many people once had to seek on this side of the ocean.

We knew that the time would come, and we had been awaiting it full of faith in the power of human dreams. You encouraged us in this belief. You helped us survive the most difficult days, the moments of despair and hopelessness. Thanks to your support at international forums, efforts to isolate us from the world trade union movement failed, and we were not reduced to silence. Now the time has come to thank you; to thank you for your solidarity with Solidarity. . .

One easily finds friends when one is successful. But when you are in trouble there is suddenly hardly anybody to be seen. . .Many people considered Solidarity a lost cause. We were presented as Don Quixotes pursuing unrealistic goals. We were advised to reconcile ourselves to so-called realities of life and were condemned when we refused to do so. For many politicians we were either a troublesome partner or a burdensome obstacle in their diplomatic game. Opinions were voiced that our activities might threaten international stability, thus posing a threat to peace.

Solidarity came into being as a movement whose main task was to restore the value of work and its dignity. This task was our guiding principle in 1980. . .We did not lose sight of this principle even as we worked underground.

Of course, eight years ago everything may have seemed easier. When in August 1980 I jumped over the wall surrounding the Gdansk Shipyard I did not know what our protests would lead to, but I knew perfectly well what it was that we had to do. Today I often dream that I can find myself in such clear-cut situations as those in the past. Maybe today I would have slightly more difficulty jumping over that wall, but today I would not mind having only that one difficulty.

Of course, we have taken upon ourselves full responsibility for the country. There was no other choice. True enough nobody with an ounce of common sense in him would be willing to take over a bankrupt enterprise in a hopeless condition, but what can one do if that enterprise happens to be one's own country?

Nobody has ever tried transforming a planned economy into a market-oriented one. There are no handbooks or seasoned experts in this field. Everything has to be performed for the first time, and not in a laboratory but in a country where people are exhausted by an economic crisis that has lasted 15 years—longer than anywhere else in the world.

In addition to all this, we carry a heavy burden of debts incurred on our behalf in the 1970s without anyone seeking our opinion on the matter. . .If the West had been more cautious at that time, we would have been in a different situation at present.

Sometimes we feel as if we are swimming chained hand and foot, trying to summon all our energy just to make it safely to the shore. And on the shore there is a cheering crowd of people who offer us their admiration instead of simply throwing a life-belt.

Putting money in dictatorships usually turns out to be a short-term business. Investing money in a democratic country is always profitable, even if it does not bring immediate results. . .I know that investing money in Poland requires a little bit of courageous thinking, or maybe a bit of imagination. But I also know that in America there are more imaginative and courageous people than anywhere else in the world. . .Our country needs your experience, your knowledge, your modern technologies. If you engage in any activity in our country, others will emulate your example. The world is awaiting your signal, it is watching you. Do not let the world and us wait any longer.

Such is the fate of a Polish trade unionist—he has to launch a publicity campaign for private entrepreneurship. I would not like anybody to think that I made an about-face. Nowadays in Poland the defense of workers is not based on demanding more money, which in our country has no real value and for which one cannot buy anything. At present defending workers means building a normally functioning economy.

That is why Solidarity is still indispensable for Poland as a movement of reforms to reshape our country into a European state. A year ago we were saying: "There is no freedom without Solidarity." Today we can say: "There are no reforms without Solidarity." . . .

I am happy to be able to greet you with the words of the famous American trade union anthem that links our two movements together: "Solidarity forever! Union Yes!"



o decent, hard-working Americans and thus deny them he chance to join the mainstream of American life?

Where is all this sanctimonious outrage when the Chief inancial Officer of a major American corporation roclaims—and I quote—"the United States does not have n automatic call on our resources"?. . .I hope, but I loubt, that the next time this citizen of the world feels ompelled to seek the assistance of one of our embassies broad, he is referred to the United Nations.

This is only one case-in-point of a much wider truth bout the economic future we face together. The march f technological progress and the lure of profit have given irth to a new age of global finance in which vast amounts f capital can be moved anywhere at the mere push of computer button. Working Americans are increasingly ffected by events that occur beyond our borders and hich impel us toward a new spirit of solidarity with orkers throughout the world.

In defiance of the passing fancies, abstractions and bsolutisms of think-tanks and ideologues, we have been teadfast in our insistence that the right to associate freely s a universal human need, and that the suppression of by any government or private power is an assault on he human spirit.

Today, history is moving before our eyes. In every quarter of the globe, events are in the saddle and are drivng the reluctant leaders they have overtaken.

We are proud and inspired that trade unionism is a key lement of this dynamic trend. Everywhere you look—in oland, in Chile, Hungary, South Africa, South Korea, ven in the Soviet Union and China—workers are in the anguard of movements that are propelling these nations oward freedom, democracy and a new hope for lasting eace and harmony among nations.

But that all began nine years ago when one electrician limbed over the wall of a shipyard in Gdansk.

Tomorrow, that electrician will speak to you here, as our Brother in trade unionism.

Is it not reasonable to hope, at least, that American abor's role in the movement toward democracy in the orld will provide a new lesson for Americans regarding he role of trade unions in promoting and preserving reedom in our own country?

Maybe more will understand why we abhor the actions f American businessmen who rushed back into China efore the smell of gunpowder had dissipated at Tiananen Square.

Maybe more will share our indignation at the prospect f American electronics companies fleeing to Malaysia ecause that nation has promised to keep its boot on the ecks of trade union organizers.

Maybe more will truly appreciate the fact that real reedom does not exist in documents and mere declaraons of the rights of man, but in the translation of those ights into actions by free institutions such as a free labor ovement.

I've heard it said that trade unionists are realists because e believe in miracles. This is why we shall persevere n a course that has helped to produce such events in laces where many believed that freedom would never ing again.

We can look forward to the 1990s with the expectation at it will truly be the "Decade of Democracy," and a ew century will dawn on a bright new day for the rights f man and woman.

Kirkland sees 'best days ahead' via solidarity

Continued from Page 1

another $100 billion to fix ''neglected nuclear weapons plants that imperil workers and communities.''

The Housing & Urban Development Dept. has been ''corrupted into a political grab bag while the homeless line the street,'' Kirkland declared. The nation's highways, bridges and public facilities are ''rotting,'' and there is a widening gap between the rich and poor which adds to America's ''vast social decay,'' he said.

Meanwhile, the nation's economy has been further weakened by the ''financial manipulators and skimmers, corporate raiders and other parasites,'' he pointed out. Last year alone, Kirkland said, more than a quarter-trillion dollars worth of mergers, acquisitions and leveraged buyouts failed to yield ''one new or better product, service or job.''

On the global stage, he said, ''Americans are increasingly affected by events that occur beyond our borders and which impel us toward a new spirit of solidarity with workers throughout the world.''

This solidarity is ''the instrument of history and the lever that moves the world,'' Kirkland emphasized. In Poland, Chile, Hungary, South Africa, South Korea—even in the Soviet Union and China—he said, ''history is moving before our eyes,'' and ''workers are in the vanguard of movements that are propelling these nations toward freedom, democracy and a new hope for lasting peace.''

For the trade union movement, Kirkland emphasized, ''our best days lie ahead. Let us always be proud of the side we're on—the side we've chosen for ourselves—and that is the side of greater freedom and justice and peace at home and throughout the world.''

Welcoming Walesa to the convention, Kirkland hailed the occasion as ''a triumphant one for every trade unionist in America who has kept faith that one day the courageous struggle would bring freedom and democracy to Poland.''



Lech Walesa is embraced by delegates as he enters convention hall.

In response, the Polish union leader called it ''a meeting that has been a long time in coming.'' For eight years, Polish government restrictions had kept the Walesa from coming to America to receive the George Meany Human Rights Award, conferred on the 10-million-member Solidarnosc in 1981 in tribute to their struggle to gain a foothold for free trade unionism behind the Iron Curtain.

Walesa arrived at the convention to thunderous applause Flanked by U.S. security agents, he moved down jammed aisles, his progress slowed by delegates eager to touch him and shake his hand.

When he finally reached the podium after a 15-minute ovation, Walesa enveloped Kirkland in a warm embrace to the ecstatic cheers of the delegates.

In a speech punctuated 34 times by applause, Walesa made clear that ''the vast movement for democracy and freedom has been made possible only through the peaceful struggle of working people, of trade unionists like us.''

American unions stood ''in solidarity with Solidarnosc,'' he declared, and this enforced the conviction of Polish workers that even in ''the moments of despair and hopelessness, there never was any doubt that victory would be ours.''

During the years when Solidarnosc was outlawed and driven underground, and with Walesa and other leaders in jail, ''we kept repeating the words: there is no freedom without Solidarnosc.''

And when the Polish people realized their economy had been devastated by a failed ''40-year experiment with the communist political system'' and began calling for a massive overhaul of government, Walesa said, the new watchword became: ''There are no reforms without Solidarnosc.''

Within the last few months, he said, ''we have achieved more than we could have hoped for.'' Solidarnosc is once again a legally operating free trade union, is strongly represented in parliament, and holds the principal reins of government.

''We have taken upon ourselves full responsibility for the country,'' Walesa said. ''There was no other choice. True, nobody with an ounce of common sense in him would be willing to take over a bankrupt enterprise in a hopeless condition, but what can one do if that enterprise happens to be one's own country?''

In Poland today, he continued, ''the defense of workers is not based on demanding more paper money, which in our country has no real value and for which one cannot buy anything. Defending workers today means building a normally functioning economy that would allow increasing production and let people earn more real money.

''Such an economy can be only built together with the trade unions, it cannot be built against them.''

He appealed to the American trade union movement to ''help realize this hope which finally has come to our country. Uphold your solidarity with Solidarnosc. Let the road of hope . . . be a road of friendship of two free nations, the Polish and the American.''

Walesa addressed the convention in his native Polish, his remarks translated by an interpreter. But in a moment of high drama, he brought cheering delegates to their feet as he closed by speaking four words of English:

''Solidarity forever. Union Yes.''

Solidarnosc through history

February 1976—Lech Walesa is dismissed for union activity from the Lenin Shipyards in Gdansk, where he had worked as an electrician since 1966.

August 14, 1980—Walesa "jumps over the wall" to join strikers in the shipyards in Gdansk and is elected president of the strike coordinating committee.

August 31, 1980—Government signs the Gdansk Agreement, which recognizes Solidarnosc, the first free trade union in the Soviet bloc.

September 1981—Lane Kirkland is denied a visa to attend the founding Solidarnosc congress, at which Walesa is elected president of the Solidarnosc national coordinating commission. It is the first of three times Kirkland is rebuffed, with visas also denied him in 1986 and 1987.

October 29, 1981—Walesa informs Kirkland by telex that he will not be able to attend the AFL-CIO convention to receive the George Meany Human Rights Award on behalf of Solidarnosc.

November 17, 1981—Kirkland shows the AFL-CIO convention the Steuben Glass sculpture and says: "We will present it to Brother Walesa when he is able to be with us." The convention notes that the AFL-CIO Polish Workers Aid fund passes $250,000 in its first days of existence.

December 13, 1981—Martial law is declared in Poland, Solidarnosc is suppressed, Walesa is arrested and held in isolation. Kirkland, vowing the AFL-CIO "will not rest until Lech Walesa and all other detainees are released" says events have proven again the "raw truth that the destruction of freedom of association ends the capacity to defend and assert all other rights and freedoms."

February 18, 1982—The AFL-CIO notes that President Reagan has "backed away from . . . declaring the Polish debt in default. Indeed, in a secret maneuver the Administration moved to cover the $71 million owed by the Polish government to American banks . . ."

November 10, 1982—Walesa is released from prison, but remains under house arrest. The Pope visits Walesa at his home in June 1983.

October 5, 1983—Walesa is awarded the Nobel Peace Prize, but declines to receive it lest he be denied re-entry to Poland. His wife Danuta accepts for him.

November 1987—The Polish government confiscates dozens of duplicating machines from Solidarnosc, some provided by the $500,000 raised for Solidarnosc by the AFL-CIO beginning six years earlier. Thanks to funds appropriated by Congress for the National Endowment for Democracy (NED), the AFL-CIO Free Trade Union Institute was able to provide a total of $3.7 million to Solidarnosc starting in 1984.

August 1988—Polish strikes that began in May lead to legalization of union activity.

December 1988—Walesa and Kirkland finally meet, in Paris.

June 1989—Partly free elections bring a sweep for Solidarnosc national legislative candidates.

August 1989—In the midst of economic collapse, Walesa proposes a Solidarnosc-led Polish coalition government.

November 14, 1989—Walesa speaks to the AFL-CIO convention and accepts the George Meany Human Rights Award eight years late.

Ordinary people are the heroes to Lech Walesa

The following exchange occurred during Lech Walesa's appearance at the National Press Club.

Question: You are a hero to so many people here in the United States and in other nations around the world. Please tell us, who is your hero?

Walesa: For me, the heroes are ordinary people because they will grow big. The heroes for me are the last ones because they will be the first ones.

Or differently, there are many heroes. If I were to pretend, I would say that: "Who is the bigger champion—the champion in boxing or the champion in chess?" Everybody can be a master/champion in his job and in his place. If one could take measure and measure everybody, it would appear that there are many people who qualify for Nobel prizes in different fields and they are not getting those prizes because they do not have confidence in themselves.

If people believed in themselves, deeply in their own persons, the world would be different. But, people tell themselves there are others who are better and then on the world scene appear some people like Walesa and others who are not better, who are worse, but who do not hesitate to speak.

Labor's role around world is called vital

Welcoming the current worker-led democratic upsurge in Asia, Africa, Latin America and Eastern Europe, the AFL-CIO emphasized that unions are ''indispensable instruments for securing and protecting fundamental human rights and advancing social justice'' around the globe.

A wide-ranging resolution that focused on labor's role in international affairs called for action in a number of areas, including:

Central America and the Caribbean. Hostilities must end, delegates said, and development must be based on the Central American Peace Accords. The convention urged El Salvador's leaders across the political spectrum to publicly repudiate human rights violations, expressed deep concern over the political crisis in Panama, and voiced outrage over escalating violations of trade union rights in Guatamala and Haiti.

Latin America. The resolution advocated immediate steps to address the deepening debt crisis in the hemisphere, the burden of which falls heavily on workers and their families. It also deplored human rights abuses in Chile and Paraguay, and expressed alarm over the escalation of political violence and murder in Colombia and Peru.

The Far East. Although South Korea's unions have experienced encouraging growth, the convention made clear its concern over the possible return to economic authoritarianism, condemned the Chinese government for the wanton killing of workers and students in Tiananmen Square, and criticized the continuation of anti-worker and anti-union policies in many South East Asian countries.

South Africa. In a sharp denunciation of the ''repugnant system of apartheid'' in that racially troubled nation, the federation renewed its demands for further mandatory sanctions against the white-minority regime, pledged again its support for the independent trade union movement, and called for the release of Nelson Mandela and all other political prisoners.

The convention pressed for an end to the ''state of emergency'' that has led to violent actions against the black population and called for the immediate abolition of apartheid laws, including restricted movement and bans on meetings and media coverage.

During floor discussion, prior to unanimous adoption of the resolution, Teachers President Albert Shanker praised the federation for being ''steadfast'' in support of free trade unions despite ''criticism and vilification'' from those who challenged labor's right to speak out on world affairs.

Communications Workers Sec.-Treas. James B. Booe called free trade unions ''the heart and soul'' of any democratic society and praised the American labor movement's solidarity with ''all of the other workers in the world who are seeking free, independent, democratic trade unions.''

Jay Mazur, president of the Ladies' Garment Workers, said the ''winds of change'' are sweeping the globe, ''with the labor movement leading that charge. Freedom and democracy is infectious. It cannot be stopped by oceans or by great armies or by walls.''

Clothing & Textile Workers President Jack Sheinkman concentrated on the deteriorating situation in El Salvador, where basic trade union rights are under constant assault.



Union leaders from Hungary, Lithuania, China, Hong Kong, Chile and South Africa join Lane Kirkland and Lech Walesa as they lift their arms in a show of solidarity.

Foreign unionists describe struggles

Unionists from five countries where worker struggles for human rights have cracked the walls of oppression to let in rays of hope told delegates not to rejoice in their victories, but to press on in their fight for freedom.

Pal Forgacs, chairman of the Foundation for Free Hungarian Trade Unions, described the rebirth of Hungary's trade unions, including the Democratic Trade Union of Scientific Workers he helped start in 1988. ''Our victories, including defeat of a restrictive strike law, owe a lot to the AFL-CIO,'' he said.

''The Communist Party state did not give up its reign and privileges of its own will,'' Forgacs said, but as a result of ''the enduring pressure'' of the political opposition, of which free trade unions are a part.

American unions should not forget ''there are countries where no human rights, no trade union liberties are granted,'' he said, citing Romania and Czechoslovakia.

Kazimieras Uoka, president of the Lithuanian Workers' Association, was the first trade union leader from the Soviet bloc to address an AFL-CIO convention. Uoka, a tractor driver, was elected this year to the Supreme Soviet as a candidate of Lithuania's Popular Front, ''Sajudis.''

In Lithuania, Uoka said, a ''new European state with its own social life is being constituted gradually....We understand our mission and are attempting to be a bridge of democratic ideas to the East.''

In moving from ''a course of Stalinism to economical reprivatization,'' Lithuania faces a difficult, unexplored path and needs to ''eliminate the state-controlled trade unions'' that retain their influence by ''doling out tiny morsels to the workers,'' he said.

Manuel Antonio Bustos of Chile, president of Unitary Labor Center (CUT), has been imprisoned numerous times by the Pinochet regime and was released from exile in October after Solidarnosc's Lech Walesa interceded. Bustos said that in ''this noble endeavor'' to bring about democratic reconstruction in Chile, ''we continue to need the international solidarity of governments, political parties and the international labor movement.''

Phiroshaw Camay, general secretary of South Africa's National Council of Trade Unions (NACTU), told of labor's gains under the umbrellas of NACTU and the Congress of South African Trade Unions.

Despite recent successful demonstrations and the resignation of President Pieter Botha, he said, ''no significant change has taken place. The apartheid clauses remain on the statute books. Over 2,500 political prisoners languish in apartheid prisons.''

He urged the AFL-CIO to ''continue your political sanctions and boycotts against South Africa'' and ''to fight apartheid wherever it exists and in whatever form it exists.''

Fang Lizhi, a leader of the democracy movement in China, sent a message to the convention from the U.S. embassy in Beijing, where he sought refuge after China's crackdown last spring.

''I am still optimistic for the future of China,'' Fang wrote. ''The world is now heading toward freedom, democracy and human rights. China cannot but also head toward freedom, democracy and human rights.''

AFL-CIO President Lane Kirkland introduced Wu Yue, founder and vice commander of the Beijing Workers Autonomous Union. After China's crackdown last June, Wu fled to France where he now lives and serves on the board of the Federation for a Democratic China.

Lee Cheuk Yan, general secretary of the Clothing Industry Workers' General Union of Hong Kong, told how pro-democracy workers in China ''suffered the full blunt of the rage of the regime. The Autonomous Workers Federation was declared illegal, and their leaders were arrested with some executed.''

He urged that trade unions help win release of the jailed workers' leaders, demand the Chinese government respect basic human rights, and press for economic and political sanctions by such bodies as the International Labor Organization and the United Nations.

Lee suggested that a strong, independent labor movement can safeguard workers' rights and serve as a support base for democracy when Hong Kong, now a British colony, is absorbed into the People's Republic of China in 1997.

Outpouring of support bolsters strikers

Continued from Page 3

congressional passage of the Eastern bill, contributing more than $1.6 million to the Fairness at Eastern fund and joining strikers on picket lines.

UMW President Richard Trumka said union miners were fighting not only against Pittston, but against ''a state court judge who has fined the union millions of dollars and has sought to break the spirit of my memberhip'' and government forces in Virginia who sent in 300 state police.

But ''not a single Mine Worker has cross the picket line and not a single one will,'' Trumka declared. The UMW is stronger now than eight months ago when the strike began because of ''the support of tens of thousands of trade unionists that have come to Virginia and Kentucky and West Virginia, he said.

Pledging that the UMW ''will not let the labor movement down,'' Trumka predicted that ''those anti-labor forces that look on the 1980s with great fondness are about to have their vision of America shattered in the 1990s because we will not be separated ever again.''

AFL-CIO Vice President Morton Bahr said unity between the Electrical Workers and Communications Workers won continued health care coverage—with no premiums or cost-sharing—for the 60,000 union members who were on strike at NYNEX.

Another kind of support is helping the musicians in their fight against five Las Vegas Casino, AFM's Emerson said, with unions cancelling any meetings scheduled at those hotels and unionists and entertainers joining picket lines.

President James Herman of the Longshoremen's and Warehousemen's Union told delegates the ILWU has a membership assessment to help union strikers at Pittston and Eastern.

Echoing that theme, Letter Carriers President Vincent Sombrotto announced that tins marked ''Food for Solidarity'' were being distributed throughout the rows of delegates and urged unionists to give generously. Contributions collected totaled $14,285.

AFL-CIO Vice President Lynn Williams said the federation's Strategic Approaches Committee, which he heads, has made it clear ''not just to ourselves and not just to corporate America but to the entire society in America that 'you're on our side or you're not.' '' From the experiences of the 1980s, ''we've achieved this new sense of solidarity and unity,'' Williams said.

Convention condemns bankrupt trade policies

The AFL-CIO denounced government trade policies that have left a legacy of "job losses, destructive trade deficits, a growing level of international debt, and damaging giveaways of technology and markets" to foreign interests.

A sharply worded resolution condemned the Bush Administration's trade stance as tilted toward the interests of international business, warning that failure to reverse course "will lead to further globalization of production, enrich corporate elites and harm American workers."

To regulate the immense flows of international investments, delegates called for an end to tax loopholes and incentives that encourage multinational corporations to move abroad, and legislation requiring disclosure and monitoring of foreign investors in the United States.

In a companion resolution, delegates expressed concern over the growing impact of foreign interests on the U.S. economy. Since 1980, they pointed out, foreign investment has tripled to $1.5 trillion, imports have jumped by 82 percent, and former high-ranking government officials are hired by overseas firms at "exorbitant fees" to influence former colleagues "for the benefit of foreign rather than domestic interests."

The convention urged "vigorous enforcement" of provisions in trade legislation passed in 1988 that establish a mechanism for negotiating reductions in America's trade deficits with nations enjoying large surpluses with the United States. Delegates called for specific action to aid such import-battered industries as steel, auto, textile, apparel, shoe, telecommunications, electronics and transportation.

"Other countries have dealt more effectively with international trade to promote their own industrial development and employment," the convention stressed, and urged intensified efforts to safeguard "America's vital industrial base."

In the ongoing Uruguay Round of negotiations under the General Agreement on Tariffs and Trades, the federation said, priorities should be reordered to address balance-of-payments problems, trade adjustment assistance and the denial of worker rights.

It also called for complete adherence to labor rights provisions of laws governing the Generalized System of Preferences and the Overseas Private Investment Corp., demanding the immediate removal of benefits for countries that abuse worker rights. The resolution also urged the Administration to "fully utilize" similar provisions in the 1988 trade law.

During floor discussion, Electronic Workers President William H. Bywater accused the Administration of "undermining employment" in this country by spending taxpayers' dollars to lure U.S. firms to low-wage assembly plants in Mexico's maquiladora complex.

In addition, he said, the Defense Dept. "has been exporting our jobs" by negotiating billion-dollar deals with foreign arms merchants in defiance of buy-American provisions of U.S. law.

Vice President Evelyn Dubrow of the Ladies' Garment Workers called for action to protect the jobs of 1.8 million American textile and garment workers.

Labor's fight is not against workers and children employed in sweatshops abroad, she emphasized, but is aimed at bringing them benefits similar to those enjoyed in this country. "If our workers are unemployed because there is an unfair trade policy," Dubrow said, "there is nothing we can do for these other people around the world."

American labor's goal is to help fellow unionists around the globe "rise up as working people to enjoy the benefits of their labor," declared Jack Sheinkman, president of the Clothing and Textile Workers. "In seeking to protect our standards, we are not seeking to destroy theirs. We are seeking to elevate theirs. Otherwise, we're all in a race to the bottom."

U.S.-Canadian trade pact 'bad for workers'

The U.S-Canadian Free Trade Agreement is having a devastating impact on workers and social programs in Canada, James D. Hunter of the Canadian Labor Congress told the convention.

Hunter, president of the Canadian Railway, Transport & General Workers, said that without protections of social conditions, the agreement, which went into effect this year, is "bad for both Canadian and American workers."

Canadian workers know that "considerably weaker social conditions prevail in the United States," and fear that they will be imposed on Canadians, he said.

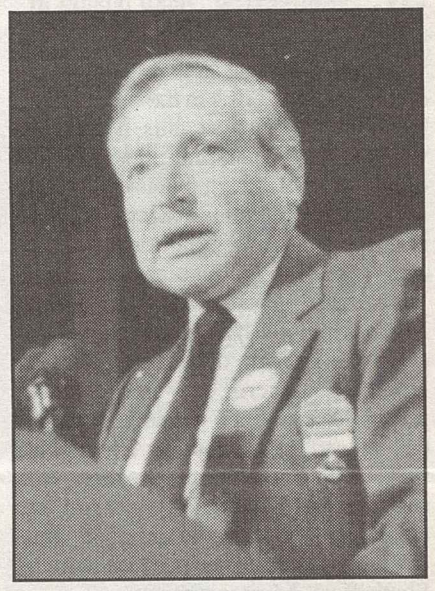
As examples, he compared Canada's publicly funded Medicare system with its universal access to the American system which is largely private and funded by voluntary employer contributions.

Further, he noted that 83 percent of the jobless in Canada get unemployment benefits, compared to less than 30 percent in the United States.

Hunter added, "We know nine southern states of the U.S. have no minimum wage standard and 21 have right-to-work laws. In Canada, we have no right-to-work laws and minimum wage laws are universal. Pay equity, workers' compensation and other standards are generally higher."

Since the agreement was implemented, Hunter said, "our unemployment insurance program has been savaged. Our proposed national child care program has been shelved. Education and Medicare transfers to the regions of our country have been slashed and the regional development assistance has been cut."

The Canadian labor movement has responded with a program which includes "working with community networks and coalitions to generate public opposition to the conservative agenda, and to promote solidarity within the trade union movement by coordinating assistance of those workers affected," he said.



CLC's James D. Hunter

American-British labor solidarity hailed by TUC

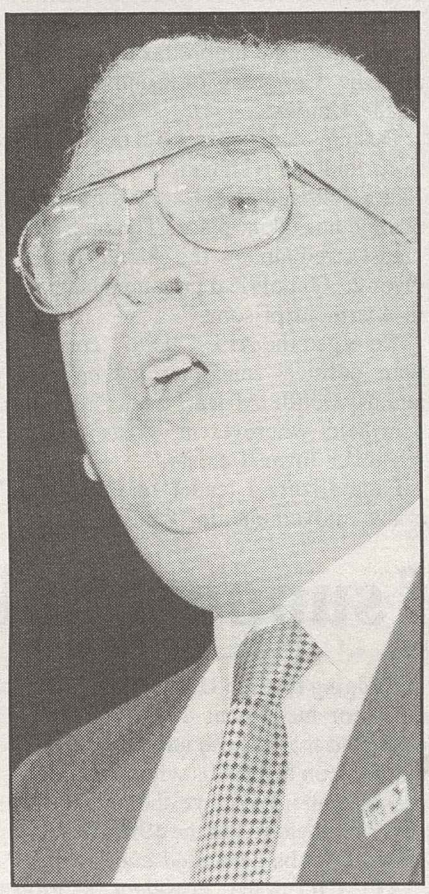
The trade union movements in Britain and the United States face parallel problems from hostile government and court actions to "junk bonders," said Alec Smith of the British Trades Union Congress.

But the solidarity between the two labor movements, dating back to the earliest days of free trade unions, remains strong and effective, he added. While over the years, the two organizations have had disagreements, "we never argue about basic trade unionism, about democratic decision-making processes and the pursuit of social justice," he said.

Like the U.S. government, "our government thinks that it's essential that Polish workers have an independent union," Smith said. "They correctly see the development of trade unions of black workers in South Africa and Namibia as vital steps" toward winning a just and democratic society.

But that same government which "thinks freedom's good for everybody else" has taken away the right to membership in an independent trade union for organized workers, has taken away the right of Welsh and English schoolteachers to engage in collective bargaining, and is seeking to strip away the minimum wage—about $3.40 an hour in Britain—from about 3.5 million low paid workers, Smith noted.

Under Prime Minister Thatcher, the right to strike has been restricted, with unions stripped of their assets—through court action—for trying to mount legal strikes, the TUC fraternal delegate said.



TUC's Alec Smith

Britain's "junk bonders" who sell "companies to people that haven't got the money to buy them" and raid pension funds also have their counterparts in the United States, Smith noted.

But unions are fighting back and are "confident that we're going to win," he declared. Free unions and a free democratic society go hand in hand.

Friso: Seize opportunities

Political reforms occurring in eastern Europe will affect the role of workers organizations and provide "great opportunities to promote our ideas as to what that role should be and what principles underpin it," Enzo Friso of the International Confederation of Free Trade Unions told delegates.

"We must seize these opportunities," said Friso, the ICFTU assistant general secretary. "These reforms have great implications not only for the citizens of eastern Europe, but for the whole world. If successful, they will make a great contribution to better understanding between countries, and to world peace."

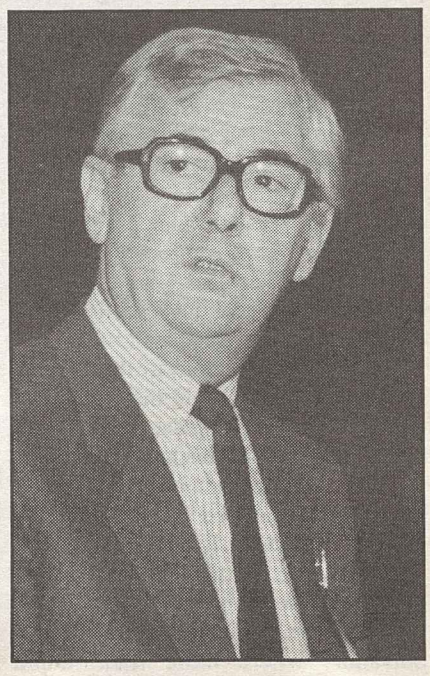
He noted the changes that have occurred in Chile, Poland, Paraguay and South Africa. And on China, he said, "For the moment, the old men who rule China are in the ascendancy. But they too will learn that you cannot run a modern society as if it were a galley ship of the Roman Empire; the drum will beat, but the rowers will simply not respond to its rhythm."

Friso said the international aspect of the ICFTU's work is "more crucial that ever before," since "nowadays, there are no more local disputes." Companies "shop around for the cheapest labor and lowest standards."

Calling the strikes at Pittston Coal Group and Eastern Air Lines the "achievements of the Al Capone school of industrial relations," Friso said Pittston and Eastern's Frank Lorenzo "need no lessons in exploitation from any Third World sweatshop owner—they wrote the book."

He praised the Mine Workers at Pittston and the Machinists, Pilots and Transport Workers at Eastern who are fighting for their jobs and for trade union rights.

A double standard regarding trade unions exists for Western political leaders, Friso said. "We have no disagreement with anyone who sees a striking miner in Poland or the Soviet Union as a standard bearer for freedom. What we cannot accept is that if that miner were to move to West Virginia, he would suddenly be transformed into a menace to civilization. . .For us, there are no double standards."



ICFTU's Enzo Friso

Workplace safety emphasis urged

Convention resolutions on work and environmental hazards call for stronger restrictions on chemical emissions, hazardous wastes, pesticides and toxins used in the workplace.

The first Workers Memorial Day, held last April, was deemed a success by Vice President Lynn R. Williams, chairman of the Executive Council Committee on Safety and Occupational Health, who said it "demonstrated the importance of occupational safety and health issues." The second Workers Memorial Day will be next April, he said, with materials regarding the observance to be sent to affiliates and state and local central bodies soon.

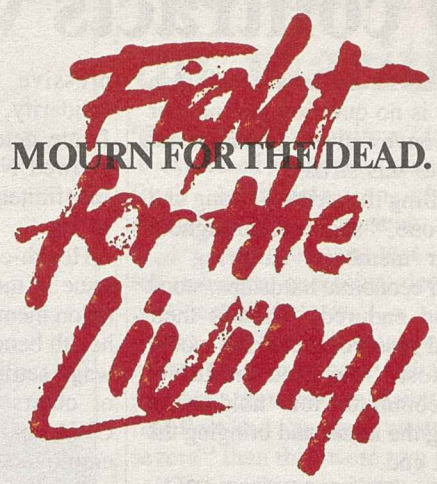
The convention said the Occupational Safety and Health Administration and the Mine Safety and Health Administration must be "revitalized" through professional leadership, dedication to the agency's mission and additional resources.

It called for updating the 1970 Occupational Safety and Health Act to require employer safety programs with full worker and union participation through safety committees, to enhance enforcement authority, improve construction safety and expand injury and illness reporting.

Delegates gave a top priority to gaining improved standards on methylene chloride, cadmium, infectious diseases and confined space entry, and generic standards on medical surveillance and environmental monitoring. They urged that mining industry standards be updated and that a new diesel exhaust standard be issued.

OSHA and MSHA authority should be expanded to cover all workers, including state and local public employers, workers exposed to pesticide, and workers at Dept. of Energy nuclear facilities, the convention said. It also urged federation affiliates and state bodies to support state initiatives on worker safety training programs, worker clinics, "right-to-act," and criminal prosecution of employers for workplace injuries, illnesses and fatalities.

On the environment, the convention called for stronger emissions standards for automobiles and constructive efforts on reforestation, energy conservation, soil remineralization and alternative energy technology development. Overhaul of the Clean Air Act should include amendments to attain national ambient air quality standards, limit acid rain, strictly control the release of toxic substances and prevent catastrophic chemical accidents.



The delegates supported stepped-up testing of pesticides and chemicals, legislation and research on the hazards of indoor air pollution, expansion of the federal role in oil spill cleanups and greater funding of waste water treatment facilities.

The convention proclaimed its support of Earth Day, Apr. 22, 1990, and urged affiliates to "take part in public activities promoting the preservation of the global environment and launching the 'Decade of the Environment.' "

OSHA was urged to finalize its grain dust standard for priority areas, and to expand the standard to facility-wide application. Robert Harbrant, president of the AFL-CIO Food and Allied Service Trades Dept., said there have been 49 deaths and 206 injuries because OSHA has not complied with a federal circuit court order to "enforce a full and comprehensive grain standard."

Fire Fighters President Alfred K. Whitehead said his members risk their lives daily because of hazardous materials accidents. He urged affiliates to support legislation that will centralize the reporting of all hazardous materials shipments and give emergency response workers immediate access to information on the contents of shipments and evacuation plans.

A resolution on acquired immune deficiency syndrome (AIDS) called for health protections for workers exposed to infectious diseases on the job, increased funding for AIDS research, education, voluntary testing, counseling, and social and health services, and supported legislation to extend employment discrimination protection to AIDS victims.

The AFL-CIO's support of the Occupational Health Foundation was reaffirmed by the convention, which noted the foundation is an "invaluable resource for unions concerned with disease coming from exposure to toxic substances in the workplace."

Contracting out public services is condemned

Resolutions support public employees

Deploring right-wing schemes to "privatize" the federal government, the AFL-CIO voiced opposition to the use of outside contractors to perform work previously performed by public employees.

The drive to contract out public services at the federal, state and local levels, delegates declared, has resulted in "diminished accountability and quality as well as increased political favoritism and corruption."

The convention made clear its support of the principle that "work traditionally performed by public employees should continue to be performed by public employees and that work which has traditionally been performed by private employees should continue to be performed by private employees."

A companion resolution condemned "privateers, right-wing ideologues and profiteers" who have "long sought to chip away at the Postal Service's business with an eye toward skimming off profitable mail services for the benefit of private interests at the expense of the American people."

Noting that the Postal Service recently was thwarted in an attempt to contract-out postal clerk jobs to low-wage, non-union employees of Sears, Roebuck & Co., the federation pledged to continue the fight against postal privatization.

The convention restated the AFL-CIO's long-standing support for Hatch Act reform to provide federal and postal employees the option of participating in political activities. It also called for state and local laws freeing public employees of limitations on their political involvement.

In other public employee resolutions, delegates:

- Called for legislation to protect the pensions of public employees, provide public disclosure of fund activities and establish standards of conduct for fiduciaries of the pension trust funds of these workers.
- Supported full cost-of-living adjustments for federal and postal retirees.
- Restated labor's backing of comparability between the pay of workers in the public and private sector.
- Endorsed creation of labor-management committees and collectively bargained alternative work schedules.
- Opposed the use of volunteer fire fighters to replace paid professional firefighters.
- Urged removal of Postal Service costs and revenue from the unified federal budget, except for those sums provided by congressional appropriations.
- Called on affiliates to end working relationships with the unaffiliated Treasury Employees because of the NTEU attacks and raids on AFL-CIO unions.
- Recommended Occupational Safety & Health Act coverage in the Postal Service, to assure its workers access to the same workplace protections afforded other workers.

A resolution calling for establishment of a voluntary risk-free national investment program for public employee pension funds with tripartite administration was referred to the Executive Council for further study and analysis.

Delegates refer 17 resolutions to council

Delegates referred 17 resolutions on a wide range of issues to the Executive Council for further consideration.

Six of those resolutions examined women's rights to reproductive choice, as speakers called for further consideration to develop "an all encompassing policy."

"The reproductive choice issue has ethical, religious, civil rights and civil liberties, constitutional, political, health and economic implications" that deserve deliberate consideration by the labor movement, AFL-CIO Vice President Joyce Miller said. But the resolutions also deal with the "very fundamental issues of privacy and keeping the government from interfering with private decisions," she added.

Miller supported sending the issue to the council, stressing that "this is not a motion to table. This is a motion to develop an all encompassing policy for the federation."

Referring the resolution "gives us the time necessary for a reasoned thought process" to develop a final statement "that will include and not exclude our members' views," Miller said. "This is an issue of privacy and of conscience," she stressed, adding that "the thinking of all our members must be taken into consideration."

Susan Cowell of the Ladies' Garment Workers noted that the "Reagan court has forced us to take on this issue."

"We have spoken during this convention of labor being in the vanguard of democracy and freedom abroad and for civil rights and social reform at home, said Arlene Collins of the Oregon AFL-CIO. "Let us now be in the vanguard regarding the rights of women." The choice is one for privacy, she said.

Vice President Henry Nicholas of AFSCME expressed his disappointment "that we are not going to act on what I believe to be one of the essential items of our day — the right of women to choose." He urged the council to give the issue priority.

Gloria Johnson of the Electronic Workers said many young women workers are "looking to us to address the issues that are of special concern to them. In our organizing drives we must not forget" the concerns of these women, she stressed.

Amanda Stevens, a Clothing and Textile Workers vice president, urged the council to "say yes to the rights of working women, to our right to choose our futures and the futures of the next generation and to a labor movement committed to freedom and justice for all."

The issue of abortion is a very difficult one, said Margaret Butz of the Sacramento AFL-CIO, but should remain a personal decision. "A woman's right to privacy and choice in these matters cannot be allowed to be politicized and decided upon on a state-by-state basis," she declared.

Margaret Dean of the Service Employees also called for prompt council action on the resolutions and expressed hope that her daughters—and other families—would have the freedom to choose, "unhampered by law or undue regulations."

Jay Foreman of the Food and Commercial Workers echoed that point, calling on the council to support women's reproductive freedom on behalf of "not just the women of the AFL-CIO but the men who are both pro-union and pro-choice."

Other resolutions referred to the Executive Council for consideration were Nos. 49 and 175 calling for May Day celebrations; No. 98, Support of the Timber Labor Coalition; No. 217, Federal Bureau of Apprenticeship and Training; No. 168, the United Way; No. 202, Protect Public Employee Pensions; No. 80, Fraternal Delegates; No. 99, Free Trade Union Movement in Cuba; No. 74, Adoption of International Plutonium Control Act; No. 75, Limiting CIA Activity, and No. 76, Opposition to Funding of B-2 Stealth Bomber.

The convention voted down the following resolutions:

- No. 172, Increasing Contacts and Trust Between Unions of Different Countries.
- No. 48, International Solidarity for the Workers and Unions of the Philippines.
- No. 79, Expulsion of Palestinian Trade Unionists from Israel.
- No. 119, Central America and Human Rights.

Unions agree to contracts with NYNEX, Boeing

CWA, IBEW stand together, preserve health-care benefits

Communications Workers and Electrical Workers, on strike since Aug. 4 against NYNEX, the regional telephone company serving New York and New England, have reached new three-year contracts and likely will be back at work by Dec. 4.

The IBEW's 20,000 members at New England Telephone Co., a NYNEX subsidiary, voted approval of the agreement on Nov. 19, and returned to work the following day.

The vote was 10,133 to 1,861 in favor of the economic agreement and 7,824 to 4,410 to accept the package on local issues, according to Ray McCaughey, business manager of IBEW Local 2323 in Cranston, R.I.

Electrical Workers President John J. Barry said that "in spite of continuous, vigorous opposition from the company, coordination between the IBEW and CWA remained strong and close throughout this ordeal. Had NYNEX been able to divide us, as was their plan to do, there is no question that neither union could have delivered a successful conclusion to this strike."

Barry, calling the strike a "long and often bitter one," said that throughout it all, "our members, suffering indignities and economic hardships, stood together and endured. Without their strength and resolve, the strike would have been lost." He cited the IBEW bargaining committee for "holding the line, fighting the issues and bringing the strike to an end."

CWA President Morton Bahr underscored the solidarity of the CWA and IBEW during the strike. "We made history with this strike," he said.

The two unions "forged a strong bond of unity against great odds," Bahr said. "Our heroic brothers and sisters held out with us, although none of them received strike benefits, and most couldn't collect unemployment insurance. We all worked hard to overcome the disunity of 1986, and it certainly paid off."

CWA strikers in New York got jobless benefits during the strike.

"This victory represents an impressive demonstration of union solidarity," Bahr said. "The unity and fierce determination of our members showed NYNEX that we would fight indefinitely to preserve our standard of living."

Health-care cost shifting was the key issue in the 16-week strike. "Not one union member will pay one red cent for health benefits," Bahr said. "And our wage settlement is among the top-tier of others reached this year between CWA and major telecommunications employers."

Bahr said the average settlement provided a 9-percent increase over three years, while the NYNEX package will result in a 9.6-percent increase.

In addition to wages and health benefits, the agreements include pension improvements, dental and vision care plans, a progressive package of family care provisions, and an increase in the company's matching savings plan.

CWA members returned to work in New England on Nov. 27 and were to go back on Dec. 4 in New York, subject to a ratification vote which is in process.

Machinists gain COLA, overtime, health concessions

Seattle

Some 57,000 Machinists, on strike since Oct. 4, voted overwhelming approval of a new three-year contract with Boeing Co., the nation's largest aerospace manufacturer.

The accord, which raises wages, cuts mandatory overtime, and improves health and pension benefits, could set an industry-wide pattern. Bargaining is continuing at Lockheed and McDonnell-Douglas.

The Boeing settlement provides an immediate 4-percent pay raise—the first in six years, and 3-percent increases on Oct. 4 of 1990 and 1991.

A lump-sum productivity payment of 10 percent will be paid on Dec. 8, 1989, based on gross earnings between Oct. 4, 1988, to Oct. 3, 1989. A lump sum of 5 percent of gross wages will be paid on Dec. 15, 1990, and 4 percent a year later. The lump sum payments are an 8-percent increase over Boeing's Oct. 3 offer that preceded the strike.

A new cost-of-living formula represents a "major gain," said Tom Baker, president of IAM Lodge 751 in Seattle, which represents 43,000 of the Boeing Workers. Lodge 70 in Wichita, Kan., represents 11,700 Boeing employees and Lodge 24 in Portland represents 1,700.

The COLA language folds in 45 cents an hour from the previous contract into the wage scale and provides an immediate 60-cent an hour payment. If COLAs exceed 60 cents in the first year, the balance will be added quarterly to the pay scale. In the second year, COLA is projected at 66 cents an hour and 56 cents in the final contract year.

Mandatory overtime was cut from 200 hours to 144 hours per quarter, and the number of consecutive weekends employees can be required to work was trimmed from four to two. Double time will be paid for all overtime after 160 hours in a quarter and after three consecutive weekends of work. Work on Saturday or Sunday will count as a weekend worked, and employees cannot be forced to work more than 16 hours on a weekend.

The agreement requires Boeing to continue paying the full cost of medical insurance, and contains no increases in deductibles or copayments. Health insurance now will cover routine physicals for employees and their spouses, and immunizations and well-baby checkups for the children up to age three.

Other health care gains include improvements in vision care and dental coverage, home health and hospice care, and changes in second surgical benefits, preferred provider, organ donor and eating disorder benefits. Life and accidental death/dismemberment insurance increases from $18,000 to $20,000.

Pensions benefits will increase to $30 a month for all years of credited service. The previous contract had set the monthly minimum benefits of $22 per year of service before 1986, $24 for 1987 and 1988, and $26 for 1989.

The agreement calls for establishment of a company-financed IAM/Boeing health and safety institute to develop and deliver job safety programs. Further, a new upgrading system will tie promotions to the "ability to do the job and seniority." An innovative training program will be set up for employees affected by technology changes and job combinations.

Social security, pension revisions urged

Convention calls for improved compensation programs

The social security system and other worker benefit programs, which provide a safety net for all Americans, must be strengthened and, in some cases, completely overhauled, the convention said.

The AFL-CIO supports the creation of an independent agency to improve service to social security recipients and to ensure that "assets accumulating in the trust fund will be used exclusively for their health and economic security," the convention said.

The resolution also called for :

- Improvements in the benefit formula for those who have worked at substandard wages and for women who have worked in both the home and the work force.
- Repeal of the two-year increase in retirement age eligibility, set to take effect in 2000.
- Wholesale reform in administering disability cases both at the state and federal levels.
- Raising the maximum taxable wage base to reach the total earnings of high-wage earners.

In contrast, the workers' compensation program "has proven to be woefully insufficent," delegates charged, noting that in state after state legitimate claims "are delayed, contested and frequently denied."

The federation called on Congress to adopt federal standards mandating compulsory coverage and adequate benefit levels. Further, Congress "should reform the workers' compensation insurance industry" which, despite its claims to the contrary, "is largely uncompetitive and highly profitable," the convention said, citing widespread instances of price setting and ineffective state regulation.

The AFL-CIO should continue to aid reform efforts at the state level intended to speed up compensation of occupational disease, identify hazardous workplaces through claims data and flag problems in benefit levels and claims administration, the convention said.

The nation's unemployment insurance system also is failing its mission, delegates declared, noting that over the past five years, just one-third of the jobless have received benefits.

The AFL-CIO's reform program called for:

- Federal minimum standards for benefits and financing.
- Indexing the federal taxable wage base to provide reasonable fund and benefit levels.
- Restructuring the extended benefit program, to move away from or abolish reliance on the insured unemployment rate in favor of the total unemployment rate.

The AFL-CIO also warned that the "hard won benefits of workers have been severely jeopardized" over the past ten years, especially through employer efforts to terminate plans to obtain so-called "excess assets."

The convention called for legislation to improve pension coverage, halt terminations and reversions, require joint trusteeship of single-employer plans, protect workers involved in ESOPs and reform the proxy voting process.

The convention opposed efforts to decrease the level of benefits guaranteed by the Pension Benefit Guaranty Corp. and urged legislation enabling workers to earn pension credits while laid off, sick or temporarily disabled.

Workplace injury rate continues to rise

Workplace injuries and illnesses continued to rise in 1988, prompting the AFL-CIO to call on the Bush Administration to improve the nation's job safety programs and for Congress to reform the Occupational Safety and Health Act.

Peg Seminario, associate director of the federation's Dept. of Occupational, Safety, Health and Social Security, said the on-the-job injury/illness rate, tallied by the Labor Dept.'s Bureau of Labor Statistics, increased from 8.3 per 100 workers in 1987 to 8.6 for 1988. That figure has risen each year since 1985 when it was 7.7.

BLS attributed a portion of the increase to the Occupational Safety and Health Administration's tougher enforcement of record-keeping regulations. But "whether the reported increase is due to deteriorating job conditions or more truthful reporting by employers," Seminario said, "the conclusion is the same: We must do more to stop this terrible toll of death, injury and illness on the job."

She pointed to a significant increase in the manufacturing sector injury rate, with 200,000 more injuries and illnesses reported for 1988. For the auto industry, the reported rate more than doubled, with one in four workers injured or diseased during 1988.

The construction industry remained the most hazardous sector, with more than 650,000 injuries and illnesses reported, Seminario said. Further, the number of reported cumulative trauma disorders, such as carpal tunnel syndrome, caused by repetitive motions, leaped 58 percent higher in 1988 over the figure for a year earlier. This disorder now accounts for nearly half of all reported occupational disease cases, she said, with skin diseases accounting for another 25 percent.

The tally of occupational deaths fell to "about 3,300" in 1988, BLS said, adding that "because fatalities are difficult to measure in an establishment survey, BLS believes the count significantly understates the work-related fatalities for the year."

More than 240,900 new cases of occupational disease were reported in 1988, nearly a one-quarter increase over the 190,400 reported a year earlier.

The 1988 lost-workday rate, the number of days lost per 100 full-time workers, was 72.5, up 7.7 percent from the 67.3 rate of a year earlier. That measure has grown from 57.2 in 1983. The range for 1988 was 16.3 lost workdays per 100 workers in the finance, insurance and real estate sector to 150.3 in mining.



New President Jack Golodner addresses the DPE convention as guest speaker Andrea Mitchell, NBC News, confers with AFL-CIO President Lane Kirkland.

Shanker, Golodner elevated as DPE realigns top offices

The AFL-CIO Dept. for Professional Employees has voted to restructure the department's top offices, electing Teachers President Albert Shanker chairman of a new executive council and Director Jack Golodner as DPE president.

The 150 delegates elected Gilles Beauregard of the Office & Professional Employees DPE treasurer and William Lucy of AFSCME first vice president. Seven vice presidents also were elected.

Golodner told the convention that the department is growing, both in the number of affiliates—now at 29—and in the number of white-collar and professional workers represented by DPE. Newest affiliates since the last convention are the Food & Commercial Workers and the Writers Guild of America, East.

Delegates also heard from Andrzej Celinski, secretary of the Solidarnosc executive board and a member of the Polish Senate, who brought greetings from Solidarnosc leader Lech Walesa, and from Pal Forgacs, leader of an Hungarian independent trade union representing scientific workers.

In a panel symposium on "Meeting the Challenges of Change: Unions and the White Collar Work Force," delegates explored organizing, communications and other concerns facing professional workers and their unions. Participants included Presidents Lynn Williams, Steelworkers, and John Sweeney, Service Employees; Vice President Jack Otero, Transportation Communications Union; Sandra Wiesmann, AFT organizing director, and several academicians.

During a lunch session with AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue, delegates heard from NBC news correspondent Andrea Mitchell on the role of television in political campaigns.

Federal indifference noted on maritime trades issues

The AFL-CIO Maritime Trades Dept. expressed "guarded optimism" over Bush Administration pledges to revitalize the American merchant marine, but cautioned that "time will tell whether executive deeds match presidential rhetoric."

The MTD's biennial convention heard a sober report indicating that problems continue to haunt the U.S. flag fleet and "in some cases are more severe" than they were two years ago.

"The maritime industry continues its slide into oblivion," the report said, calling it "a slide greased by the indifference of the federal government and too often abetted by disunity within the industry."

MTD President Michael Sacco made clear the department's opposition to inclusion of maritime services in the General Agreement on Tariffs & Trade.

In his keynote address, he called for efforts to counter the "new and dangerous" challenges to existing federal guarantees of cargoes for American-flag vessels, pointing out the purpose of these laws is to keep U.S.-manned vessels on the seas in peacetime and thus assure their availability in time of crisis.

"We face challenges, risks and opportunities we never faced before," Sacco told the more than 200 delegates and alternates, predicting that the department's affiliates would "rise to these challenges to help make a better life for American working men and women."

AFL-CIO Sec.-Treas. Thomas R. Donahue sharply criticized American shipowners who "pledge their allegiance to the flags of other nations," registering their ships abroad to avoid U.S. wage, safety and health requirements and who are "rewarded with commercial cargoes that ought to be moving in American-built, American-owned, American-crewed, American-flagged ships."

Donahue expressed concern that only 4 percent of this nation's ocean-borne foreign trade is moving in American vessels, and praised the MTD for a study, unveiled at the convention, showing that Japanese and Western European shipyards are flourishing at a time when American yards are in crisis.

Other speakers included Rep. Helen Delich Bentley (R-Md.), Sen. John Breaux (D-La.), House Majority Leader Richard A. Gephardt (D-Mo.), AFL-CIO Legislative Dir. Robert M. McGlotten and David Silberman, president of the AFL-CIO Union Privilege Benefit Programs.

Delegates heard a special report on the problems of drugs and alcohol in the workplace, and endorsed its conclusions that substance abuse be treated "as an illness, not an act of misconduct," and that screening programs be limited to concerns for workplace safety and job performance. If on-the-job drug testing is considered, the MTD insisted, "it must be as a way out of trouble—not a way out of work."

Among resolutions adopted by the convention were ones endorsing Hatch Act reform, a comprehensive child care measure, pending family and medical leave legislation, a strengthened unemployment insurance system, and national health care.

Delegates voiced opposition to the Supreme Court's retrenchment on civil rights, and criticized the National Labor Relations Board for its "ill-conceived actions" in allowing union contractors to escape their collective bargaining responsibilities through double breasting.

Getting the message across communicated at ILCA meet

The International Labor Communications Association, under the theme "Mightier than the Sword," used panel discussions, workshops and national speakers to hone the skills of the nearly 200 delegates to the biennial convention.

Mine Workers President Richard Trumka, delivering the A.J. Liebling Memorial Lecture, explained how his union won public support for UMWA strikers at Pittston Coal Group by stressing working people's issues. The message got across that Pittston's actions, if successful, could be emulated by other employers, he said.

Using the media lessons learned on the Pittston strike, the UMWA set up a campaign three weeks before Election Day, backing Jack Stump, a striking miner, as a write-in candidate for Virginia's House of Delegates. Stump won by a 2-1 margin.

Sen. Barbara Mikulski (D-Md.) told delegates, "You are the eyes, ears and voice of the collective labor movement." She stressed "only through the grassroots can we influence public opinion, and that is why you are so important, because you get the message out."

Activist Jesse Jackson said labor's agenda "can be sold to the vast majority of Americans. We who believe in health coverage for all, who believe that workers should be paid, not busted, who believe in solidarity in the U.S. as well as Poland—we are the majority."

Panel discussions explored ways to localize national stories for use in union publications, the new look in the labor media, and how best to tell the workers' story. Skills workshops were held on layout and design, starting a newsletter, desktop publishing, writing, interviewing and investigative reporting, and human rights in the labor press.

At two separate ceremonies, ILCA's 1989 Journalistic Contest and the Film and Broadcast Competition awards were presented to winners.

AFL-CIO Sec.-Treas. Thomas R. Donahue held a press conference with delegates on the convention's final day, and Edwin Schmidt, director of the federation's Dept. of Reproductions and Mailing, reported on postal concerns. Jon Ross of the Union Privilege Benefit Programs explained the services now being offered to union members—from credit cards and travel clubs to life insurance and legal services.

Patrick J. Ziska of the Machinists was elected president of ILCA, succeeding Carolyn Jacobson of the Bakery, Confectionery and Tobacco Workers who has held the post since 1985. David Elsila of the UAW was elected secretary-treasurer to succeed Ziska.

Ten incumbents and five new vice presidents elected for two-year terms. The new board members are: John Duray, Mine Workers; Dennis Hitchcock, IAM Local 1781; Karen Keiser, Washington State AFL-CIO; Bill Pritchett, Service Employees, and Floyd Tucker, California AFL-CIO.

Resources

PUBLICATIONS

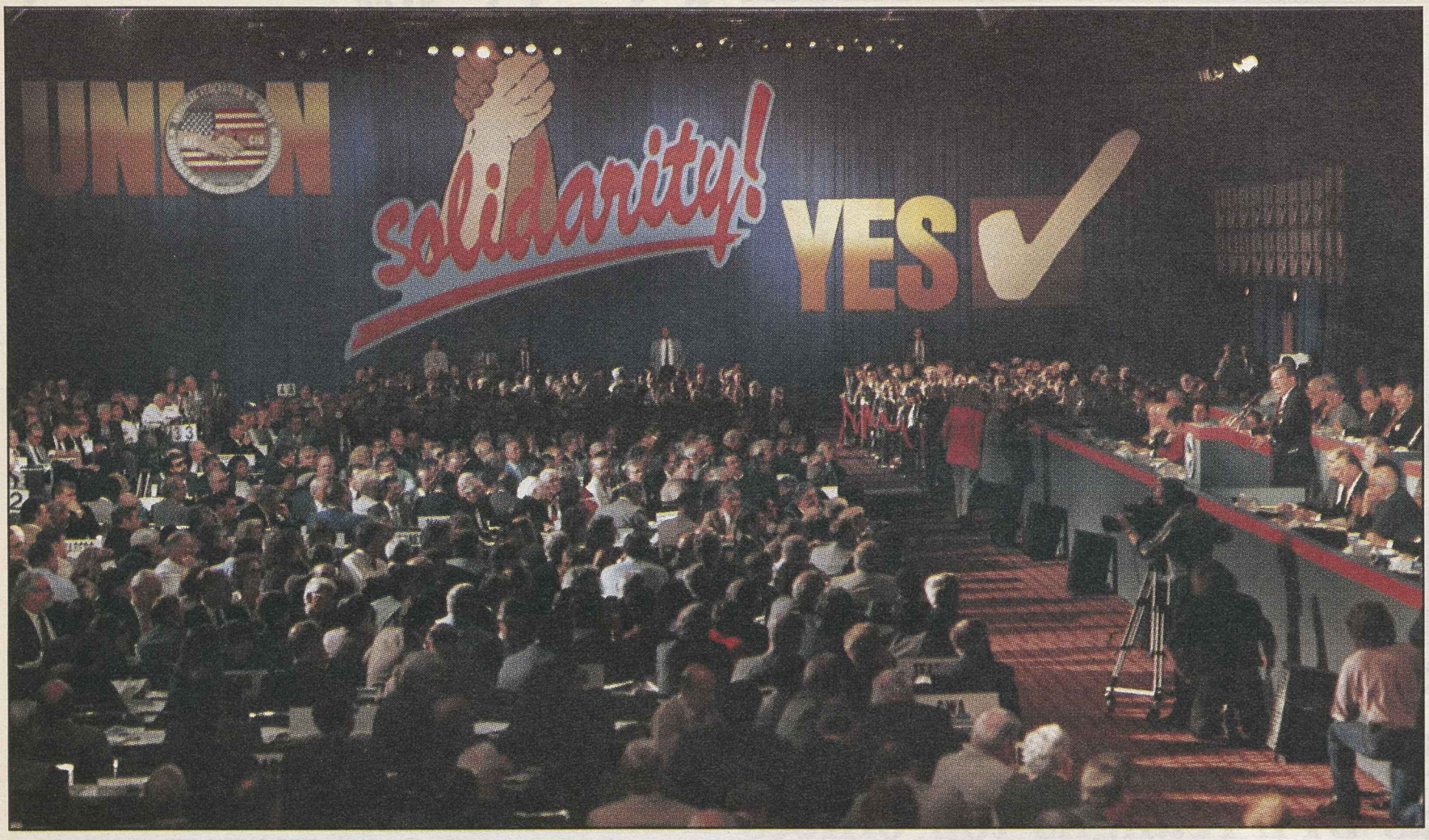
The 18th AFL-CIO convention addressed 257 resolutions. Of these, 70 were adopted as submitted, 25 were amended before adoption, 141 were covered by similar resolutions and 17 were referred to the Executive Council for further consideration. The convention voted nonconcurrence on four resolutions. **Resolution** books covering these actions will be available as soon as printed, single copy free.

The AFL-CIO Campaign for Health Care Reform outlines the federation's program to gain benefits for the 37 million workers and their families who are without protection. The pamphlet discusses a grassroots campaign for reform and includes activities unionists can organize in their areas to bring about a national health care policy. Available from the pamphlet division as publication No. 195.

Also available is **National Health Care—Now is the Time,** a series of five pamphlets that outlines the federation program for action on health care reform. Available from the pamphlet division as publication No. 190, along with a video produced by the Dept. of Occupational Safety, Health and Social Security is available for $10.

Two new studies are available from the Economic Policy Institute. **A Progressive Answer to the Fiscal Deficit,** by economist Arne Anderson, outlines ways the government can reduce the federal deficit by implementing a fair, rational and progressive tax and budget policy. The report highlights $65 billion in additional revenues that could be produced in the first year of implementation under such policies.

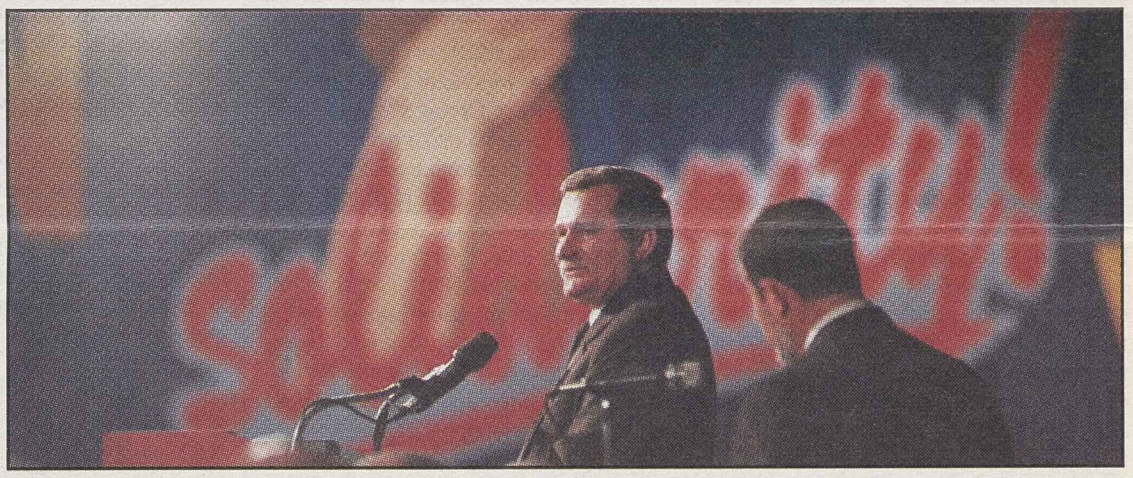
In **Telecommunications Policy, High Definition Television and U.S. Competitiveness,** authors Richard Cohen and Kenneth Donow call for a comprehensive policy to keep the United States on track with Japan and the European community in the growing telecommunications industry and in specialized areas such as high-definition television. The reports, $8 each, are available from the Economic Policy Institute, 1730 Rhode Island Ave., N.W. Suite 812, Washington, D.C. 20036.



Pictures at a convention



Msgr. George G. Higgins opens the convention with an invocation.



Lech Walesa receives thunderous applause from the delegates.



Food for Solidarity raised $14,285 for strikers.



Nedda Casei sings the national anthem.

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FOCUS

Supreme Court chips away at workers' RIGHTS



AFL-CIO analysis shows a disturbing trend in rulings during the past two years. Pages 4-5.

Labor rises to meet European challenge



An AFL-CIO delegation expresses concern for Soviet miners striking for the right to form a union, to Ruben Grigorian, First Secretary of the Soviet Embassy, left. Seated are President Lenore Miller, Retail, Wholesale and Department Store Union; Mine Workers Sec.-Treas. John Banovic; UMWA President Richard Trumka; Teachers President Albert Shanker, and President Robert Georgine, Building and Construction Trades Dept. Not pictured are Bricklayers President John Joyce and Operating Engineers President Larry Dugan Jr.

AFL-CIO extends hand to free trade unionists

By Magda Lynn Seymour

Contact with a free trade union from Bulgaria and trips to Eastern Europe by a variety of trade unionists continued the AFL-CIO's close involvement in the historic pursuit of democracy in Warsaw Pact nations.

Moving from its traditional support role to active nuts-and-bolts work on the problems of Eastern bloc free trade unions, the AFL-CIO seeks to assure workers a role in the economic rebuilding of Eastern Europe.

In the weeks since the AFL-CIO convention welcomed Polish Solidarnosc leader Lech Walesa and hailed the emergence of free trade unions in Eastern Europe, workers and their unions already are playing a bigger role.

AFL-CIO President Lane Kirkland met with Koyana Trenchev of the Bulgarian trade union Podkrepa (SUPPORT), which represents some 12,000 members, up from 100 just two months ago.

In Hungary, the Democratic League of Industrial Trade Unions has grown to 30,000 members, tripling in size since last December. AFL-CIO International Affairs Director Tom Kahn spoke at the founding convention of Hungary's free trade union federation in August.

Various labor delegations are reaching out to other Eastern European workers:

- Kirkland traveled to Poland with Building Trades President Robert Georgine, Secretary of Labor Elizabeth Dole, business leaders and other governmental representatives as part of a Presidential mission.
- Kirkland's executive assistant Ken Young and AFL-CIO European representative James Baker were planning to travel to Poland in January as part of a similar tripartite delegation that includes business representatives and academics.
- AFL-CIO organizers Dick Wilson and Richard Bensinger and Associate Education Director Ed Czarnecki visited Poland in early December to fulfill specific training requests from Solidarnosc leaders.
- The federation continued plans to send AFL-CIO representatives to the Soviet Union in response to appeals from striking Soviet miners—a trip that hinged on Soviet visas.

Kazimieras Uoka, president of the Lithuanian Workers Association, joined a delegation from the AFL-CIO convention headed by Teachers President

Continued on Page 3

Child labor violations soar, GAO finds

By Gene Zack

Child labor law violations in the United States skyrocketed 250 percent between 1983 and 1989—and that may be only the tip of the iceberg, a congressional forum was told.

"No one knows exactly how many of our nation's reported 4 million young workers are employed in sweatshops or other businesses that exploit minors," said William Gainer, director of education and employment issues for the General Accounting Office. "But we do know that the number of detected child labor violations is growing rapidly."

The Labor Dept.'s Wage and Hour Division and the Occupational Safety and Health Administration "inspect only a small percentage of the nation's workplaces," Gainer said, which makes it impossible to uncover what may be even more widespread abuses of minors' rights.

The GAO report, presented to the Capitol Hill Forum on the Exploitation of Children in the Workplace, also focused on fatalities in the workplace. There were at least 59 minors killed and 128,000 injured in 1987 and 1988 combined. OSHA imposed fines totaling $27,364 on 37 of the 59 employers in the workplace fatality cases—an average rate of only $740 per employer.

Rep. Charles Schumer (D-N.Y.) said the "paltry" fines displayed a "pitiful valuation of a child's life in the United States." He is the sponsor of legislation to increase liability for repeated violations of existing child labor and minimum wage laws.

The report said that while Americans generally believe child labor abuses are concentrated in the apparel industry, they also occur with alarming frequency in the restaurant, fast-food and meat-processing industries.

Gainer said that the more than 24,000

Continued on Page 3

SEIU wins pact at Cincinnati university

Cincinnati

After nine months of hard bargaining, the Service Employees won a first contract with the University of Cincinnati covering 1,200 office workers.

The agreement is another in a string of organizing and contract wins at universities nationwide, following victories at the University of Massachusetts and Hofstra University this fall and at Harvard University during the summer.

The University of Cincinnati agreement capped an organizing drive that SEIU District 925 launched five years ago.

Among other gains, the three-year settlement offers employer-paid medical coverage, establishes an effective grievance procedure with time off for union stewards and officers and institutes a "fair share" fee for nonmembers.

The agreement was ratified with the approval of 98 percent of the voting members.

Under the settlement, workers participating in the University Health Plan—a health maintenance organization—will continue to have fully paid medical coverage until the contract expires on June 30, 1992.

Workers choosing a preferred provider organization are assured of employer-paid coverage through 1991—when they will begin paying some percentage of the premium. Those wishing to maintain comprehensive insurance coverage must pay a higher deductible rate beginning in April under a plan identical to one negotiated by the American Association of University Professors.

The SEIU local urged the administration to extend the health care gains to all 10,000 university employees and their families.

The 1,200 office workers also will receive a 14-percent wage increase over the contract term, plus two $200 lump-sum payments. The first-year wage increase of 5.5 percent is retroactive to Oct. 1, with a 4-percent increase to take effect in July and a 4.5-percent raise added a year later.

The fair share agreement—the first to

Continued on Page 3

As Pittston talks pause, unions bring Yule cheer

Mediator William J. Usery called a temporary recess in negotiations between the Mine Workers and Pittston Coal Group Inc. but characterized the meetings as "very constructive."

Usery recessed the talks to give both sides an opportunity to review the issues "away from the bargaining table," an Usery spokesperson said, while he continues to work separately with both sides.

The recess is the second since Usery was named by Labor Sec. Elizabeth Dole to mediate the eight-month-long dispute affecting 1,700 miners in three states. The face-to-face meetings began Nov. 9 at an initial session with UMWA President Richard Trumka, Pittston head Paul Douglas and Usery.

In another development, a federal district court judge found that Pittston violated securities regulations at the company's annual stockholders' meeting in May when it voted management proxies against three union proposals without outlining those proposals to shareholders.

Judge Norma Johnson ruled that Pittston lacked discretionary authority to vote the proxies against the union proposals. The UMW propositions called for Pittston to submit its anti-takeover plans to shareholders, sought secret ballot votes by shareholders and called for establishment of a committee to study the selling of some assets. The last proposal was soundly defeated but the others would have been approved had Pittston not wrongly used its management proxies.

UMW President Richard Trumka called the decision "a resounding blow for shareholder rights at every American corporation."

In the meantime, union members are working to help make the Christmas season a brighter one for UMW families in Virginia, West Virginia and Kentucky.

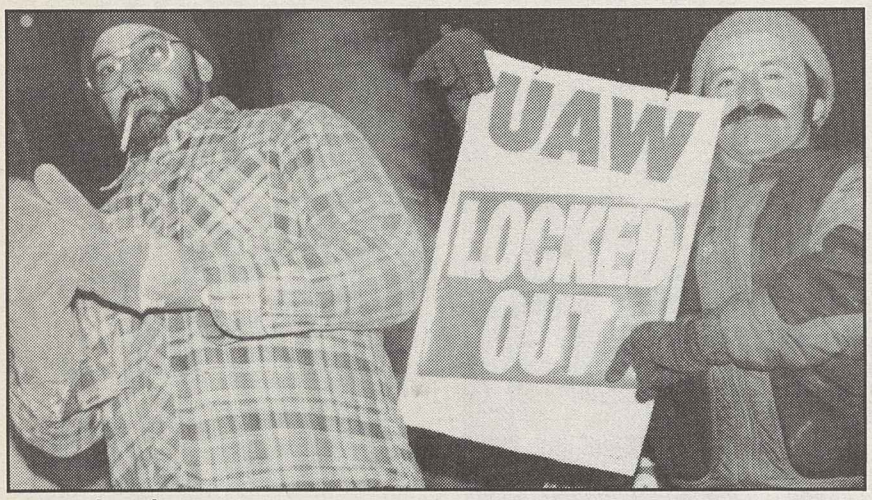
Members of the Food and Commercial Workers Women's Network—and several UFCW locals—raised about $50,000 to buy gifts, toys and clothing, and trucked the merchandise to Castlewood, Va., for striking miners and their families.

In addition, the AFL-CIO Dept. of Community Services is spearheading a "Christmas for Strikers" program to benefit workers and their families on strike at Eastern Air Lines and Pittston.

In 10 Eastern hub cities, the federation is asking the local AFL-CIO and field service staff to work with striking unions in providing holiday cheer. Activities could include toy drives, holiday food and trimmings or a Christmas party complete with Santa Claus.

State federations in Virginia, West Virginia and Kentucky are coordinating those efforts for Pittston families.

Contributions also can be sent to: Christmas for Pittston, P.O. Box 28, Castlewood, Va. 24224; and Fairness at Eastern Fund, 815 16th St. NW, Washington, D.C. 20006.



Burwood workers rally to commemorate one-year anniversary of lockout.

Burwood products boycotted

Burwood Products Co. of Traverse City, Mich., has been placed on the AFL-CIO boycott list at the request of the UAW. The firm, which produces clocks, plaques and other wall decorations, locked out 163 UAW Local 945 members on Dec. 2, 1988.

The workers held a rally to commemorate the first anniversary of no work.

The Local 945 contract at Burwood's expired on May 31, 1988, and at the company's request was extended on a day-to-day basis until a buyer could be found. The new owners' final offer proposed a four-year contract with pay cuts up to $2.04 an hour.

Burwood also demanded an end to cost-of-living adjustments, company-paid medical coverage for employees' family members, prescription drug and dental plans, and sickness/accident insurance, the freezing of pension benefits and credited service, and limiting of annual vacation to two weeks.

Other demands included elimination of health insurance for anyone retiring after August 1988 and reductions in overtime and holiday pay.

The union offered to continue the terms of the most recent contract for three years, but Burwood rejected that offer. Instead, it charged the workers were conducting a slowdown in production, and locked them out, the union said.

The company has engaged in occasional bargaining since, with negotiating sessions being held about every two months since the lockout began, the union said. The company hired nearly 200 scabs to replace its union workers, whose average seniority was more than 20 years.

The UAW filed unfair labor practice charges against Burwood, which still are pending before the National Labor Relations Board.

The firm's products are sold under the brand names Burwood and Newhaven, and distributed through the following retail stores: J.C. Penney's, K-Mart, Homco, Walmart, Meijers, Witmark, Target, Fishers Big Wheel, Zayres, Mervy, Roses, Home Interior and Lloyds.

CitiSteel hit for anti-union hiring ploy

Claymont, Del.

A National Labor Relations Board complaint against the foreign-owned CitiSteel USA because of its anti-union hiring practices and its refusal to recognize the Steelworkers has drawn praise from the USWA.

The union, in charges filed with the NLRB last February, accused CitiSteel of refusing to hire former Phoenix Steel Corp. employees, of illegally interrogating job applicants about their union sympathies, and of refusing to consider former union members for lesser skilled jobs. CitiSteel is wholly owned by the China International Trust and Investment Corp., which, in turn, is wholly owned by the People's Republic of China.

In June 1988, CitiSteel bought the Claymont mill that was shut down in early 1987 by bankrupt Phoenix Steel, which laid off 377 USWA members. CitiSteel reopened the mill last March and said it intended to "utilize those former workers who have the skill and can be most helpful in getting the plant open." Yet, of the 240 workers hired thus far, only 61 had worked for Phoenix, the USWA said.

The NLRB general counsel in Washington issued the complaint against CitiSteel, charging it with discriminating against former Phoenix workers applying for unskilled and clerical jobs.

Any former Phoenix workers hired as a result of the NLRB action would receive back pay. If, as a result of nondiscriminatory hiring, the former USWA members make up a majority of the CitiSteel workers, the union will be recognized as the workers' bargaining representative.

The USWA urged that CitiSteel answer the complaint by promptly hiring former Phoenix Steel employees.

UFCW presses southern campaign

Answers from questionnaires filled out by Harris-Teeter employees are guiding the Food and Commercial Workers in a major southern organizing campaign among 6,000 workers at the chain's supermarkets.

The campaign opened in late 1989 with 100 organizers—more than half from other AFL-CIO unions—handbilling 128 Harris-Teeter locations in Virginia, North Carolina and South Carolina.

They carried out that opening "blitz" inside the stores until asked to leave, then continued their efforts outside. The UFCW plans to continue the blitz campaign into the spring.

UFCW Local 204 in Charlotte has represented some 300 Harris-Teeter warehouse employees for 13 years, but the company has avoided reaching a first contract with the union. The employees continue to work without a contract after having been out on strike five times, according to Local 204 President Tony Muncus. The union has won more than $700,000 in back wages for the workers.

In 1986, former Harris-Teeter President Robert Goodale signed a court order agreeing that the company would cease its destruction of legal unionizing efforts. That provision is at the heart of the new organizing campaign, as fliers urged store employees to report violations of the 1986 agreement.

UFCW Vice President Frank Dininger said the union will aid workers in filing charges against the company. The company is under a contempt citation and each infraction could cost them up to $10,000.

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Child labor law violations soar, GAO reports

Continued from Page 1

reported violations in fiscal 1989 included 2,000 cases of employing children under the minimum age of 14, and more than 15,500 instances in which children under 16 were forced to work longer hours than the federal law allows.

The GAO also documented 6,500 cases in which minors under age 18 were working with hazardous equipment.

The congressional forum was not limited to abuses in the United States alone, but was devoted to preventing exploitation of child labor worldwide.

Charles D. Gray, executive director of the AFL-CIO Asian-American Free Labor Institute, said that child-labor often is the economic underpinning of export-driven industries in Third World countries.

Children ''work in industries that produce jewelry, carpets, rattan furniture, brassworks, textiles and food, sometimes locked up seven days a week, working 18 hours a day in some small backdoor factories hidden from overburdened government inspectors,'' Gray emphasized.

Toy-making in developing countries also relies heavily on child labor, according to Cheryl Graeve of Frontlash, an AFL-CIO organization that works with young people.

For many children in the Third World, ''toys represent nothing but suffering and pain,'' she told the forum.

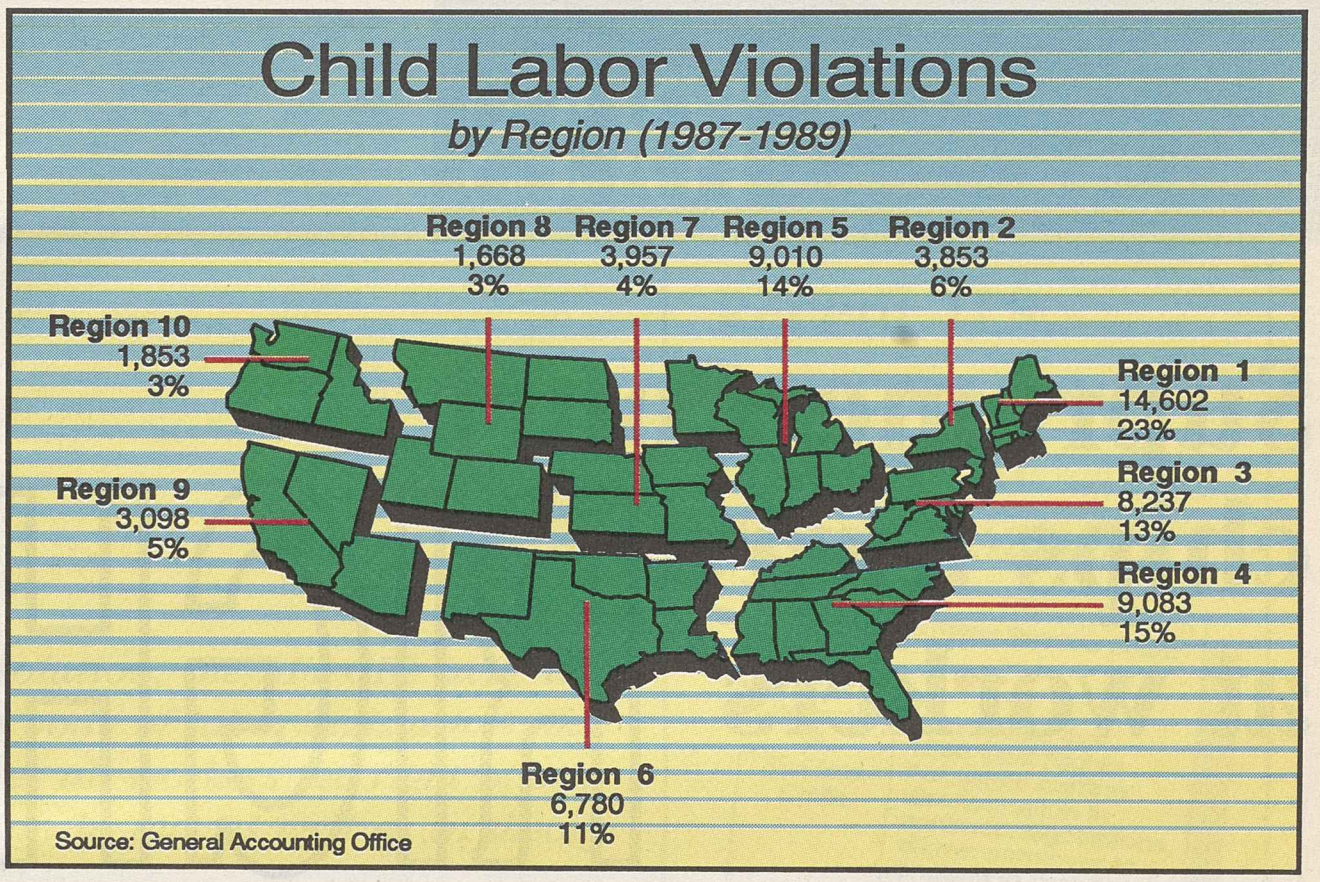
Zeroing in on the same global problem, Rep. Don Pease (D-Ohio) pointed out that at least 200 million children under the age of 15 are employed worldwide. ''In some Third World countries,'' Pease said, ''children constitute anywhere from 15 percent to as high as 26 percent of the workforce.''

Pease is the sponsor of legislation to prohibit importation of any goods made either wholly or partially by children under age 15 employed in factories or mines. Violation of the import ban would be subject to civil and criminal penalties.

Steven Schlossberg, director of the International Labor Organization's Washington office, urged the Senate to follow 36 other nations in ratifying an ILO Convention that calls for national policies to abolish child labor and a gradual increase in the minimum age for admitting young people to the workplace, thereby allowing for their fullest physical and mental development.

Sen. Howard Metzenbaum (D-Ohio) said he will introduce legislation addressing a broad range of child labor issues, including a provision linking a portion of U.S. aid to a country's record on child labor.

Here at home, the senator said, his bill would attempt to remedy the ''magnificent failure'' to enforce existing child labor provisions. His proposal would ''put more teeth'' into enforcement efforts, Metzenbaum said, through increased inspections and prosecution of federal labor law violators.



Federation reaches out to Eastern Europe

Continued from Page 1

Albert Shanker that visited the Soviet embassy Nov.15.

The group urged a peaceful resolution to the miners' demands, including requests for basic food and clothing for children, which were relayed by telegram to Kirkland during the convention. Uoka became the first union leader from the Soviet bloc to address an AFL-CIO convention and to join such a delegation.

Visas could not be arranged for the contingent to go to the USSR as originally scheduled at the end of November, but Kirkland said contact with the Soviet embassy about the visas would continue with the hope the trip would be undertaken later.

The group led by Shanker included United Mine Workers Secretary-Treasurer John Banovic; Bricklayers President John T. Joyce, Kirkland executive assistant Young and Shanker aide Eric Chenoweth.

If the visas are approved, it would be the first formal AFL-CIO delegation to visit the Soviet Union.

In addition to the AFL-CIO organizing and education specialists in Poland, representatives from AFL-CIO unions were continuing their union-to-union programs launched last summer when free Polish elections vaulted Solidarnosc into the task of restructuring the government.

Those meetings and training sessions in Poland involved U.S. educators, health care specialists and experts on employee stock ownership plans (ESOPs). Unions signed on to the program include the Service Employees, UAW, Steelworkers, AFSCME, Electrical Workers and Teachers.

''History is moving before our eyes,'' Kirkland told delegates to the convention. ''In every quarter of the globe, events are in the saddle and are driving the reluctant leaders they have overtaken.

''We are proud and inspired that trade unionism is a key element of this dynamic trend. Everywhere you look—in Poland, in Chile, Hungary, South Africa, South Korea, even in the Soviet Union and China — workers are in the vanguard of movements that are propelling these nations toward freedom, democracy and a new hope for lasting peace and harmony among nations.

''Maybe more will understand why we abhor the actions of American businessmen who rushed back into China before the smell of gunpowder had dissipated at Tiananmen Square,'' he said.

American labor organizations' work with European unions dates from the 1930s, when the then-separate Congress of Industrial Organizations and the American Federation of Labor helped German trade union leaders escape Nazi persecution.

The first AFL office in Europe was opened immediately after World War II to help free trade unions develop under the Marshall Plan.

Flight Attendants press on-the-job health campaign

Chicago

Flight Attendants President Susan Bianchi-Sand reported to 60 delegates at the annual AFA board of directors meeting on job health, training and leadership development and organizing.

The delegates noted that a congressional ban on smoking on all domestic flights is a big step toward improving attendants' health, but other hazards still must be addressed, including cabin air quality, chronic fatigue, radiation exposure, repetitive motion and other injuries and reproductive issues.

The board endorsed a membership health survey and a health symposium to address attendants' concerns.

Delegates also took these actions:

- Called for Federal Aviation Administration certification of flight attendants, similar to that now required for air line pilots, machinists and other airline personnel, to gain uniformity in training and standards among U.S. carriers.
- Agreed to monitor aviation developments—including proposals to allow foreign carriers to service domestic routes—through a newly created international aviation watch arena.
- Voted to exempt attendants at newly unionized carriers from paying dues until a first contract is reached, to aid in organizing campaigns and contract negotiations.

Delegates also voted to step up the AFA's public education campaign on the role of flight attendants as safety professionals, especially in conjunction with celebrations marking the 60th anniversary of the profession next year.

SEIU wins first pact at University of Cincinnati

Continued from Page 1

be negotiated at the university—calls for nonmembers to pay a fee equal to union dues for services provided by the union.

''We're glad the administration recognized that no organization can bear the financial burden of providing free services,'' said negotiating committee member Rosemary Weaver, noting that an overwhelming majority of unit members joined the union.

Other contract improvements include limits on the use of contractors and guarantees that workers will not be laid off due to subcontracted work. The contract also assures recognition of 30 stewards and five officers who are eligible for paid time off for investigation and handling of grievances, and protections against favoritism in promotions and transfers.

In celebrating the victory, negotiating committee member Stella Harper declared that ''working at U.C. will never be the same for us. We've won the respect of the administration and proven that women office workers in Cincinnati will not continue to be treated as second-class citizens.''

This fall, professional employees at two campuses of the University of Massachusetts voted to join SEIU Local 509 while 400 Office and Professional Employees at Hostra University held firm through a 39-day strike to win major pay increases and fairness raises.

The 3,500 AFSCME members at Harvard University—who work in offices, laboratories and libraries—won a landmark first contract last July that provided average salary increases of 32 percent over the contract term, expanded child care and parental leave and established labor-management planning councils to resolve disputes.

The Harvard contract was the outcome of a 16-year organizing drive that achieved union representation in 1988.

FOCUS

Supreme Court chips away at workers' RIGHTS



By Gene Zack

In the past two years, employee and union rights suffered serious erosion at the hands of an increasingly right-wing U.S. Supreme Court, an AFL-CIO analysis reveals.

The numbers tell part of the story.

During the 1987-89 period, the court ruled against unions or individual employees in two-thirds of the cases. It was a sharp reversal of the pattern that marked the previous two-year span, when decisions ran 2-1 in favor of unions and workers.

Moreover, the federation study shows, most of the losing cases were the ones with the greatest significance. This was true not only in labor-management relations but also in the civil rights area.

This is the disturbing picture that emerges of a deepening anti-union attitude on the part of the nation's highest court:

Private-Sector Labor-Management

In Communications Workers vs. Beck, the court held that fees collected under union security agreements may not be used for "non-representational" activities.

The court, by a 5-3 majority, reached this conclusion despite the specific language of the National Labor Relations Act and its legislative history in which Congress made clear that no such limits should be placed on NLRA-certified unions.

In TWA vs. Independent Federation of Flight Attendants, the court handed employers a potent strikebreaking weapon when it held by a 6-3 decision that scabs are entitled to post-strike job preference.

By depriving returning strikers of seniority-based job rights, the court openly encouraged other employers covered by the Railway Labor Act to simultaneously hire permanent replacements and encouraged strikers to turn on each other in a cut-throat competition for the remaining jobs.

The rights of RLA workers and unions were similarly undermined in Pittsburgh and Lake Erie Railroad vs. Railway Labor Executives' Association, in which the court upheld the carrier's right to sell its assets and wipe out jobs without notifying the union or bargaining on the issue.

The court's 5-4 ruling ignored a notice filed by the unions under Sec. 6 of the RLA seeking to bargain about the sale—an action that normally prevents an employer from making unilateral changes affecting working conditions.

The same approach characterized the court's stance in Conrail vs. RLEA, when it found it unnecessary for the employer to bargain with the unions before unilaterally imposing a new mandatory drug-testing program. The testing was not a "major issue" under the RLA, said the court, but instead was just a "minor dispute" over which the union could file a grievance after the program was implemented.

But there were some exceptions to the court's erosion of the rights of workers and their unions.

In DeBartolo Corp. vs. Florida Gulf Coast Building and Construction Trades Council, a unanimous court held that the Taft-Hartley ban on secondary boycotts does not prevent unions from peacefully handbilling consumers and carrying on other nonpicketing consumer appeals.

The National Labor Relations Board had called such activity "coercive," but the court said such an interpretation could violate First Amendment guarantees of free speech.

Lingle vs. Norge Division of Magic Chef Inc., addressed the issue of the right of an employee covered by a collective bargaining agreement to sue under a state law prohibiting employer retaliation for filing workers' compensation claims.

The employer contended that since the union had filed a grievance over the firing, the worker could not also invoke the state law for relief. The court held that an employee should have access to the state law's safeguard in addition to, or instead of, the contractual arbitration remedy.

An arbitrator's ruling that an employer erred in firing a worker without proof of a violation of a rule against possessing drugs at work set the stage for the decision in Paperworkers vs. Misco.

Lower courts had rejected the arbitrator's award as contrary to public policy against operating dangerous machinery while under the influence of drugs. The high court stressed the limited authority of courts to review the merits of arbitration awards, and held that the "public policy" cited was not clearly embedded in law.

Two additional private sector labor relations cases were decided on narrow grounds during the past two terms:

Siding with the labor board in NLRB vs. UFCW Local 23, the court ruled that the union could not go to court to challenge an informal settlement with an employer that led to the withdrawal of unfair labor practice charges.

And in Landers vs. Amtrak, the court held that organized railroad employees can be represented in grievance proceedings only by the union that is the exclusive representative of their craft, even though the RLA allows the workers to belong to another union to satisfy their union shop obligations.

Employment Discrimination

The shift in the court's composition in the past two years was most critical in cases defining the reach of laws aimed at ending employment discrimination, sharply reducing the scope of anti-discrimination prohibitions in the workplace.

In a bizarre interpretation of the 1866 Civil Rights Act, the court held in Patterson vs. McClean Credit Union that while the century-old law prohibits discrimination in negotiating an employment contract, it leaves an employer free to engage in racial harassment in the subsequent implementation of that hiring agreement.

The court also made it markedly more difficult to establish unlawful discrimination under Title VII of the Civil Rights Act of 1964. Nearly two decades ago, the court held that if a plaintiff could show statistically that hiring or other employment practices had a discriminatory effect, the employer had to prove that the practices were justified by business necessity.

But in Wards Cove Packing Co. vs. Antonio, the Rehnquist Court ruled 5-4 that a worker must identify the specific employment practice that led to the statistical imbalance, and that an employer need only claim that a legitimate business purpose was involved. In short, throughout the proceedings, the burden of proof now rests solely on the shoulders of the worker.

Two other decisions erected high barriers in the paths of state and local governments, employers and unions seeking to institute affirmative action programs to overcome the effects of a history of discrimination against minorities and women:

- In City of Richmond, Va. vs. J.A. Crosson Co., the court sharply limited the ability of a state or local government to establish affirmative action programs without first providing proof of past discrimination.
- In Martin vs. Personnel Board of Jefferson County, the court ruled that employees who were not part of a consent decree settling race discrimination charges against the City of Birmingham, Ala., may later challenge promotions made under those decrees. The effect will be to destabilize the resolution of discriminatory controversies in many workplaces.

The court was more sensitive to plaintiff's concerns in Price Waterhouse vs. Hopkins, ruling that if an employee shows that race or sex was one of the factors in a firm's hiring or promotional policies, the employer can escape liability only by proving that the same decision would have been reached in any event.

Government-Required Drug Testing

The Reagan and Bush Administrations have subjected hundreds of thousands of public and private employees to mandatory blood and urine drug testing. Many of these programs have been challenged as unconstitutional searches that, without any individualized suspicion, intrude into the privacy and dignity of the affected workers.

Two of these challenges were rejected, but in both instances the court did not go so far as to approve drug testing in all forms, but rather focused on the particular triggering mechanisms in the programs involved.

In Skinner vs. RLEA, the court upheld a mandatory drug-testing program for any railroad workers involved in any accident or significant safety rule violation.

In National Treasury Employees Union vs. Von Raab, the justices endorsed mandatory pre-employment drug testing for all Customs Service employees hired, transferred or promoted into positions involving drug interdiction efforts or firearms use. But a provision for testing employees with access to "classified information" was sent back to a lower court for more detailed factual findings.

Public Employee Rights

The court rendered several decisions interpreting civil rights legislation enacted in the Reconstruction Era on which public employees have relied in safeguarding their constitutional rights. The outcome made it more difficult for these workers to challenge discriminatory employment actions.



The solution, the AFL-CIO says, lies in a body of labor legislation that assures all workers the right of self-organization in fact as well as in theory

● In St. Louis vs. Praprotnik and Jeff vs. Dallas Independent School District, the court said the discharge a municipal employee by an authorized official did not establish the basis for municipal liability under the 1866 law unless it is shown that the firing was pursuant to municipal custom or policy.

Since most unconstitutional discharges are made on a case-by-case basis, these decisions sharply limit the ability wrongly discharged public employees to obtain legal address.

● Will vs. Michigan Department of State Police created an equally formidable barrier to legal action by state employees. Thus, the only recourse would be to sue state officials personally, and prior court precedents in such suits have often immunized such officials from damages for their wrongful acts.

The workers prevailed in two less significant cases concerning public employees:

The court held, in Felder vs. Casey, that a state law requiring advance notification of state or local government defendants that they have been named in a suit filed state court did not apply to cases brought under the Civil Rights Act.

And in Forrester vs. White, the court said that an employee alleging discrimination in judicial employment may sue a state court judge, since employment decisions are administrative and not judicial in nature.

Internal Union Affairs

The court, in two cases involving internal union affairs, expanded the right of members to take legal action against their unions.

In Sheet Metal Workers vs. Lynn, the court held that removal of an elected local union business agent for speaking out against a proposal made by the international union's appointed trustee violated the Landrum-Griffin Act.

Contending that such action breached the labor law's free-speech guarantee, the court said there was a difference between this case and an earlier one which upheld the discharge of appointed union officials for supporting an opposition candidate in a union election.

And in Reed vs. United Transportation Union, the court rejected a union argument that actions under the Landrum-Griffin Act should be covered by the six-month limitation period that applies to unfair labor practice charges and fair representation suits.

Reversing a number of recent lower court rulings, the jurists held that federal court actions for violations of a member's free-speech rights are subject to the statutes of limitations—usually two years—provided by state law for personal injury lawsuits.

Union Communications

The court's decision in two cases made it more difficult for unions to get their message across to employees or the general public.

In Regents of University of California vs. Public Employment Relations Board, the court prohibited a union from distributing organizing material through the university's internal mail system, even if the university agrees either voluntarily or as the result of a labor relations board or court order.

Although Frisby vs. Schultz did not involve a union or a labor dispute, the ruling prohibiting anti-abortion activists from repeatedly picketing the home of an individual doctor could impact adversely on the ability of unions to take their protests to the homes of unfair employers.

Employee Benefits

During its last two terms, the court decided five cases involving employee benefits provided by private employers and an equal number concerning benefits under government programs. These cases formed the largest body of employment-related decisions handed down by the Supreme Court during that period, reflecting the importance of such benefits in contemporary life.

The court's rulings do not follow any pattern, but rather reach highly particularized results. The record in employee benefit cases suggests that in this one area, at least, effectively presented and well-substantiated legal arguments quite frequently carry the day.

Federal Employees

There were two key cases as the court dealt with a heavy docket of federal employee cases in the last two terms:

● In FLRA vs. Aberdeen Proving Grounds, the court set up a cumbersome procedure that could lead to interminable delays in handling failure to bargain proceedings under the Federal Labor Relations Authority.

● In Karahalios vs. National Federation of Federal Employees, the court held that federal workers may not sue their unions for breach of the duty of fair representation but must seek redress through charges filed with the FLRA.

Summary

The AFL-CIO convention condemned existing labor laws and their enforcement that "discourage the efforts of workers to organize, undermine the enforceability of their collective bargaining agreements and make workers who exercise their right to strike put their jobs on the line."

The solution, the resolution stated, is a body of labor legislation "which assures the right of self-organization in fact as well as in theory to all workers—public as well as private, professional as well as non-professional, part-time as well as full-time, temporary as well as permanent, 'managerial' employees and guards as well as production and service employees."

For public employees in particular, the convention condemned the denial to 4 million state and local government employees the right to organize and bargain collectively, and insisted that in other jurisdictions, workers be given "real collective bargaining rights, not its facade."

To achieve these goals, the federation said, will require the election in 1990 of "a Congress and of state officials committed to enacting fair labor legislation."

Recent U.S. Supreme Court rulings on discrimination

In the United States Supreme Court:

Patterson vs. McClean Credit	Court rules that 1866 Civil Rights Act, while barring discrimination in contract negotiations, allows employer to engage in racial harassment in subsequent implementation of hiring agreement.

In the United States Supreme Court:

Wards Cove Packing Co. vs. Antonio	Court rules that burden of proof rests with worker in showing specific discriminatory employment practice.

In the United States Supreme Court:

City of Richmond, Va. vs. J.A. Crosson Company	Court limits ability of state or local government to establish affirmative action programs.

In the United States Supreme Court:

Martin vs. Personnel Board of Jefferson County	Court rules that employees not part of original race discrimination settlements may challenge promotions made under those decrees.

UAW members win 2 awards in Stanadyne, Greyhound cases

The UAW has chalked up two wins for its members — an arbitration award requiring Stanadyne Inc. of Bellwood, Ill., to pay its former employees more than $1.7 million and a court case entitling up to 2,000 former Greyhound Co. workers to withdraw millions of dollars they contributed to a retirement plan.

In the Stanadyne case, arbitrator Irwin M. Lieberman ruled that approximately 550 UAW Local 59 members were entitled to $1,759,583 as compensation. That was in place of the capital investments and promises the company failed to keep as part of a 1983 UAW contract. The workers had accepted concessions in return for Stanadyne's commitment to invest 50 percent of future profits in machinery and facilities at Bellwood.

But Stanadyne, when it returned to profitability in 1984, bought a plant in Tallahassee, Fla., and began transferring work there. In subsequent negotiations, Stanadyne demanded $4 an hour in further concessions, forcing the union to strike Apr. 20, 1986. Later that year, the Bellwood plant was shut down and the workers fired.

Lieberman said the company's investment commitment was "unequivocal and clear." Noting that there can be "no real making whole" of the workers due to the plant's closure, the arbitrator awarded the workers the amount Stanadyne had "not properly committed to the program."

In the court case, 75 former workers at Greyhound's Chicago terminal, members of UAW Local 2144, sought to withdraw funds they had contributed to a company retirement and disability plan. In March 1987, Greyhound had dismissed 250 UAW-represented ticket agents, baggage handlers and other terminal workers as part of a nationwide contracting out of terminal operations.

Judge William T. Hart of the U.S. District Court for Northern Illinois ruled in the class-action suit that the 2,000 Greyhound employees were entitled to the money they contributed to a company retirement and disability plan. The amounts run as high as $30,000 for some former workers.

Social Security workers give AFGE 3 big wins

The Government Employees won representation elections for more than 1,150 workers at three Social Security Administration Mega-Teleservice Centers in a two-week period.

The AFGE won a unit of 450 workers at SSA's Mega-Teleservice Center in Auburn, Wash., on Nov. 15. Workers there voted 321-54 for the union. On Nov. 21, a unit of 488 in Baltimore also chose AFGE overwhelmingly, 342-10. And an election held on Nov. 28 was for 227 SSA workers in Albuquerque, N.M. The vote there was 164-38.

The AFGE had been challenged at all three sites by the National Treasury Employees Union, which pulled out in October after finding no support among the Mega-Teleservice Center workers.

AFGE President John Sturdivant applauded the election results as a signal of renewed interest in government employee unionism, especially in a union with strong ties to the AFL-CIO.

"Government employees seem to recognize the advantages of belonging to an AFL-CIO-affiliated union," said Sturdivant, who recently was elected a federation vice president. "I strongly encourage independents like NTEU to abandon their policies of raiding affiliated unions and join the House of Labor as a member of the AFL-CIO," he said.

Newsmakers

In the spirit of international solidarity, unions in Germany and Japan donated to the Communications Workers strike fund for the NYNEX workers who recently ratified new contracts after being on the picket line for 17 weeks. The Japanese affiliates of the Postal, Telegraph and Telecommunications International (PTTI) donated $10,000 and the Deutsch Postgewerkschaft (DPG) gave 20,000 Deutsch marks, the CWA said.

AWARDS

Jeanette DiLorenzo, treasurer of New York State United Federation of Teachers, and **Dr. David Montgomery,** Farnam Professor of History at Yale University, were the winners of the 1989 John Commerford Labor Education Award, presented by the New York State Labor History Association.

Xerox Corp. Chairman and Chief Executive Officer **David T. Kearns,** in accepting the Commerce Dept.'s Malcolm Baldrige National Quality Award for Xerox's Business Products and Systems group, paid tribute to the Clothing and Textile Workers, the union with which Xerox has what he termed "a world-class labor-management partnership."

DEATHS

Thomas F. O'Callaghan, a former president of the Masters, Mates and Pilots, died of pneumonia at Johns Hopkins University Hospital in Baltimore recently. He was 77.

O'Callaghan joined the union in 1943 and served as its president from 1969 to 1975, after having been the secretary-treasurer since 1965. Prior to his election to national office, he was secretary-treasurer of Local 14 in Baltimore.

In a letter to the union, AFL-CIO President Lane Kirkland, a member of the MM&P, said that "throughout his career, Captain O'Callaghan set an example in devotion to duty for all the deck officers—and union officers—who were privileged to serve with him."

Survivors include his wife, Nellie, and three children.

Peter Pesole, a COPE regional director since 1971, died of cancer at his home in Niles, Ill., on Nov. 24. He was 60. Pesole serviced the Illinois and Wisconsin areas.

Prior to joining COPE, he had been a shop steward, business representative and assistant business manager of Electrical Workers Local 713 in Chicago. He joined that local in 1952. Pesole had also served as a trustee for the Town of Niles since 1971.

Survivors include his wife, Dolores, a son and daughter and two grandchildren. Funeral mass was held on Nov. 28 at St. Issac Jogues Church in Niles.

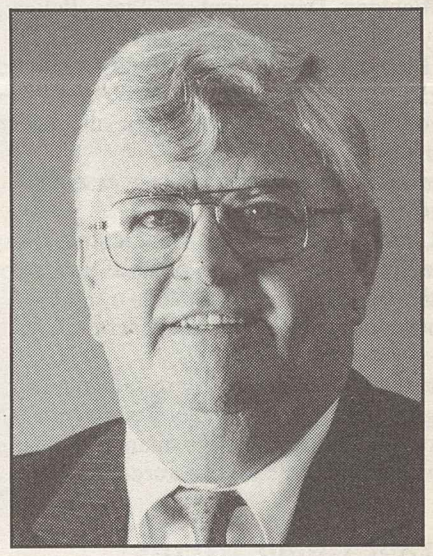
Operating Engineers elect Hanley

Frank Hanley was elected president of the Operating Engineers by the IUOE executive board. He succeeds Larry Dugan Jr., who is retiring for health reasons.

Hanley, who has served as secretary-treasurer for the past 10 years, will fill the five-year unexpired term that runs until April 1993.

The board also elected Vice President N. Budd Coutts to fill Hanley's term as secretary-treasurer. Hanley and Coutts will assume their new duties Feb. 1.

Dugan, a member of the AFL-CIO Executive Council since 1985, has headed the IUOE for four-and-a-half years. Earlier, he was an IUOE vice president and assistant to the president. Dugan, a member of IUOE Local 428 in Phoenix since 1948, is 59.



Frank Hanley

Hanley, an IUOE member for 42 years, comes out of Local 15 in New York. He joined the international staff in 1958 and served as an assistant to three IUOE presidents. Hanley, 59, is a graduate of Notre Dame University and Harvard University's trade union program.

Coutts, 53, is the union's Canadian director and has been a vice president since 1978. A 32-year member of the IUOE, he served as business manager of Local 955 in Edmonton for 12 years.

The IUOE board also elected two new vice presidents: Fred Dereschuck, 60, business agent of Local 49 in Minneapolis, and William Dugan, 56, business manager of Local 150 in Chicago.

Bricklayers develop contract form to counteract 'double-breasting'

The Bricklayers have developed a new standard form contract to aid contractors who do business in multiple markets and to assist the union in combatting "double-breasting" and non-union subcontracting of work.

Bricklayers President John T. Joyce calls the new contract the "ICE" agreement because the union consulted with the International Council of Employers of Bricklayers and Allied Craftsmen on its development.

The agreement is a "reflection of a new approach to labor-management relations which recognizes that, under current and prospective conditions, our union must use collective bargaining in innovative ways to help contractors who provide jobs for our members."

Joyce said the new contract was developed "to obtain more manhours of work and more jobs for our union's members by assisting contractors...who are willing to assign all their work on projects in the United States and Canada to BAC members."

The agreement will make it easier for contractors to move key employees from one area to another and provides the structure, when necessary, for more flexible work rules, Joyce said.

ICE President Eugene George called the new agreement "a trailblazer, a step forward by BAC that will produce good results for everybody—contractors, craftsmen and building owners."

Resources

PUBLICATIONS

ESOPs, Unions & the Rank and File is a guide for union members involved in or working under Employee Stock Ownership Plans. The publication, written by Gary B. Hansen and Frank T. Adams, was produced in cooperation with the AFL-CIO Industrial Union Dept. Hansen was one of three pension experts who briefed the Executive Council at its August 1989 meeting. For more information, contact the Industrial Cooperative Association, 58 Day St., Somerville, Mass. 02144.

Two new pamphlets are available from the AFL-CIO Public Employee Dept.

Public Employees: Facts At A Glance spotlights the work of public employees who provide essential day-to-day services, including police and fire fighters, sanitation workers, public health nurses, teachers and other public sector professionals.

America...Not for Sale is a manual developed to help public sector unions fight government efforts to privatize services. The 141-page manual discusses legislative and contractual strategies and looks at gains made by labor-management committees to limit contracting out. Contact the AFL-CIO Public Employee Dept., 815 16th St., N.W. Room 308, Washington, D.C. 20006. 202/393-2820.

TESTIMONY

Testimony of AFL-CIO President Lane Kirkland to a House Foreign Affairs subcommittee on aid to Poland. No. 89-34.

International Affairs Director Tom Kahn on worker rights in the Soviet Union and changing U.S.-Soviet relations before the Senate Foreign Relations Committee. No. 89-32.

Before the House Labor Management Relations subcommittee, Legislative Director Robert McGlotten called for extension of federal labor laws to foreign flagships operating as U.S. businesses. No. 89-37.

CONFERENCES/PROGRAMS

The AFL-CIO Human Resources Development Institute, in cooperation with the Labor Dept., is sponsoring three regional conferences on the Job Training Partnership Act.

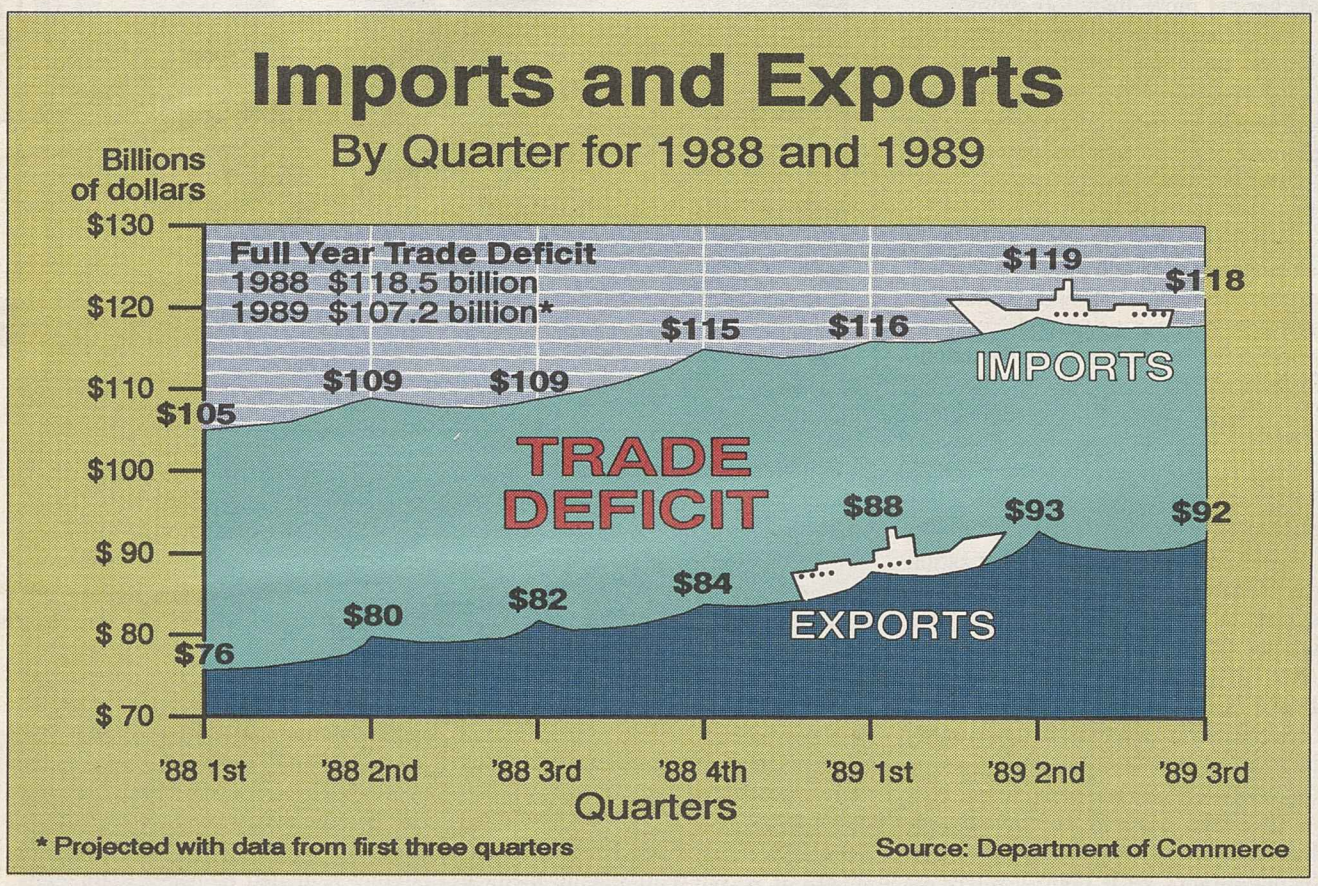
The program, **"JTPA in the 1990s: A Partnership to Make It Work,"** will include in-depth training on new worker adjustment systems, and financial management of programs.

Conference locations and dates are Tampa, Jan. 7-9, Phoenix, Jan. 21-23, and San Antonio, Jan. 28-30.

More information is available from Carol Claggett at HRDI, 202/638-3912.

Unless otherwise noted, printed materials listed on this page are available from the AFL-CIO pamphlet section, Room 209, 815 16th St., N.W. Washington, D.C. 20006. Single copy free, bulk rates available.

Data



Foreign trade deficit tops $80 billion

The United States ran up an $80.4-billion foreign trade deficit in the first nine months of 1989 as export gains offset some of the damage from continued record imports.

In the first three quarters of the year, imports totaled $352.9 billion, compared with $272.5 billion in exports, which also were running at a record pace, the Commerce Dept. reported.

But the export growth registered over the last seven quarters has slowed while imports are pointing to a new surge, AFL-CIO economist Mark Anderson said. He attributed the condition to the changing value of the U.S. dollar in relation to foreign currencies.

With the higher value of the dollar, American goods are more expensive and thus less competitive in foreign markets while imports have been made cheaper.

The bulk of the trade deficit in the first nine months of 1989 stemmed from manufactured goods, as a flood of imports outpaced exports $281.6 billion to $206 billion, for a shortfall of $75.6 billion.

Anderson noted that the United States faces an upturn in the trade deficit if the developing pattern of flagging exports and rising imports magnifies. He warned that the loss of more U.S. factory jobs would follow.

The $80.4 billion deficit for nine months was $7.9 billion less than the same period in 1988.

American manufacturing jobs have been hit hard by imports throughout the 1980s.

The impact of the trade defict on U.S. employment has been severe, the Executive Council said in its report to the AFL-CIO convention.

"While total employment has grown during the 1980s, that growth has taken place solely in the service sector," the report noted. "Employment in manufacturing has declined substantially. Millions of well-paying and high-quality job opportunities in the middle tier of the nation's income structure have been sacrificed as a result of America's trade decline."

It branded the response of the Reagan and Bush administrations to the trade problems as "misguided and ineffective."

In the Commerce Dept.'s merchandise trade report for the first quarter of 1989, imports topped exports $116 billion to $88 billion for a deficit of $28 billion. Second quarter imports totaled $119 and exports came to $93 billion, for a $26-billion shortfall. The third quarter imports eased to $118 billion as exports dropped to $92 billion, for a merchandise trade deficit of $26 billion.

On the balance of payments basis, the Commerce Dept. reported that the deficit increased $200 million in the third quarter to $27.8 billion. Consumer goods, including clothing and household items, led the rise in imports.

Worker rights abuses in China assailed

Special insurance and loan guarantee privileges for American firms doing business with the People's Republic of China should be cancelled until the communist regime ends its wholesale violations of worker rights, the AFL-CIO declared.

In a statement to the Overseas Private Investment Corp., Rudy Oswald, director of the federation's Economic Research Dept., noted that such benefits had been suspended temporarily following the June massacre of workers and students in Tiananmen Square.

Although the ban on new programs will remain in effect as a result of congressional action, Oswald emphasized that the privileges should never have been granted in the first place. "China's serious and persistent violations of internationally recognized worker rights disqualify it for OPIC benefits," he wrote.

The federation challenged claims made by OPIC earlier this year in a report to the House Foreign Affairs Committee, in which the agency "erroneously concluded that China was making 'progress in the provision of worker rights guarantees.'" Since then, Oswald pointed out, "it has become dramatically clear that China has not taken steps forward, but is leaping backward."

In May, Chinese workers formed their own Workers Autonomous Federation in Beijing and at least eight other cities, rebelling against the practice under which such employer representatives as personnel managers, plant managers and production directors serve as officers of state-run "unions."

When these fledgling trade unions joined in the Tiananmen Square uprising, the communist regime "reacted most harshly against workers," OPIC was told. "The army quickly arrested all the leaders of the Autonomous Federation it could find. Within a short time, 28 persons were executed, all of them workers, according to official announcements."

The AFL-CIO emphasized its long-standing belief that "freedom of association underpins human rights, including worker rights, and that destroying it undermines other rights."

"Deng Xiaoping knows this well, and fearing that a Polish-style Solidarity might emerge in China, he ordered the People's Liberation Army to attack the Chinese people the way that Soviet tanks had crushed uprisings" in Germany, Hungary and Czechoslovakia since World War II.

Beyond these overt assaults on workers seeking to form free trade unions, the federation said, China's record is replete with evidence that it engages in forced labor, permits widespread child labor, has no wage or hour law, and no unemployment compensation program.

Industrial woes cited in October indicators' drop

Weakness in the industrial sector was a key factor in the downturn of the government's index of leading economic indicators, which dropped four-tenths of 1 percent in October.

Although the leading indicator increased three-tenth of 1 percent in September and six-tenths of 1 percent in August, the October decline meant that it was down or unchanged for six of the first 10 months this year, the Commerce Dept. report showed.

Most of the six indicators contributing to the October drop are linked to manufacturing. They include reduced orders for consumer goods and materials, unfilled factory orders and a shorter average workweek. The other negative indicators were weekly claims for unemployment insurance, consumer expectations and vendor performance.

In separate report, the National Association of Purchasing Management said the manufacturing sector declined in November for the seventh consecutive month and factory employment was down for the 10th month in a row.

Five of the government's 11 indicators showing improvement in October were building permits, money supply, change in sensitive material prices, orders for plant and equipment and stock prices.

The Commerce Dept. earlier reported that the gross national product grew at an annual rate of 2.7 percent in the third quarter, which is substantially below the 3.2-percent real GNP rate in the comparable 1988 quarter.

Meanwhile, consumer prices rose five-tenths of 1 percent in October, the Labor Dept. reported. Food price increases accelerated while energy cost rose sharply after a decline in September. Over the year, the consumer price index is up 4.5 percent.

Workers' real earnings advanced six-tenths of 1 percent in October, but remained four-tenths of 1 percent below the same month a year ago as price hikes outpaced wage gains.

Since October 1979, real earnings have dropped 7.2 percent, AFL-CIO economist Anne Draper noted.

Statistics at a Glance

Consumer Prices

	Oct. '88-Oct. '89	Sept. '89-Oct. '89
All Prices (CPI-W)	4.5%	0.5%
Food	5.1%	0.4%
Housing (Shelter)	4.6%	0.5%
Medical Care	8.0%	0.6%
Energy	5.5%	–0.8%

Workers' Earnings

	Oct. '88-Oct. '89	Sept. '89-Oct. '89
Real Average Weekly Pay		
All Private Industry	–0.4%	0.6%
Manufacturing	–2.3%	–1.0%

Economy

	July-Sept. 1988	July-Sept. 1989
Real GNP growth	3.2%	2.7%

Home Construction

	1986	1987	1988	Aug.-Oct. 1989
Housing starts (Millions of units)	1.8	1.6	1.5	1.3*

*Annual rate

ILGWU targets nonunion shops in New Jersey and Brooklyn, N.Y.

New York

The Ladies' Garment Workers have stepped up their organizing efforts with a campaign against Escada, a German-based manufacturer of women's wear, and an all-out organizing drive among Hispanic workers in Brooklyn.

In November, 27 workers at Escada's warehouse in Moonachie, N.J., walked off the job after employee Neal Bisno was fired for supporting a union organizing effort. A majority of the workers have signed cards seeking representation by the ILGWU, but Escada has refused to recognize the union.

To get their message to the public, Escada workers and ILGWU members are distributing leaflets at department stores that sell the expensive clothing and picketing the company's Manhattan showroom.

The warehouse workers earn about $6 an hour with minimal benefits, the ILGWU said. With individual garments priced at up to $2,500, Escada is highly profitable and has been growing at 20 percent a year, the union said. The striking warehouse workers pointed out that it would take three months' pay to purchase just one Escada garment.

''Escada is a union company in Germany,'' Bisno said. ''I don't understand why they think they can come over to America and operate outside the law.'' Escada employs about 5,000 unionized workers in Bavaria.

The ILGWU also noted that Escada is planning domestic production, with the company buying an 80 percent interest in a knitwear operation in California. Escada clothing also is sold under the ''Crisca'' and ''Laurel'' labels.

In Brooklyn, a community rally kicked off an ILGWU organizing effort aimed at bringing the benefits of union membership to thousands of Hispanic workers at more than 100 shops.

The ''Campaign for Justice in Brooklyn'' is targeting a company union—Local 17-18—created and controlled by garment manufacturers to keep out legitimate union representation. The ILGWU also is seeking to organize new nonunion shops.

The day-to-day effort includes Spanish language print and radio ads that tell workers about the ILGWU, leaflet distribution and meetings with garment workers interested in joining the union.

The radio campaign also features actor Edward James Olmos, who urges Hispanic workers to join the ILGWU. Olmos is one of the newest ''Union Yes'' spokespersons in the AFL-CIO ad campaign.

Workers who signed authorization cards have become volunteer organizers, advancing the union's cause among fellow workers. The union is seeking a National Labor Relations Board election in early 1990.

Some of the larger firms that employ hundreds of workers pay hourly wages of less than $4.50 and provide minimal or no health benefits, the union said. But one-third of the Brooklyn area garment workers earn hourly wages of $3.50 or less with 12-hour days and six-day weeks the rule, the ILGWU added.

The campaign ''represents a long-term commitment by the ILGWU to bring good wages, benefits and working conditions'' to Brooklyn garment workers, said Edgar Romney, ILGWU executive vice president.



Iron Workers Local 378 members work on the San Francisco-Oakland Bay Bridge, which was severed by an earthquake on Sept. 17. The Iron Workers had the bridge back together just one month later.

Kaiser pact hailed as 'best ever'

San Francisco

Wage increases totaling 18 percent over three years, coupled with a wide range of family-oriented benefits highlight an agreement covering 10,000 members of Hospital and Health Care Local 250, a Service Employees affiliate, at Kaiser Permanente medical facilities in Northern California.

Key non-economic gains include emergency leave for parents of newborn or adopted children, pension credit for part-time workers, modified schedules for handicapped employees and educational leave pay.

Local 50 President Sal Rosell hailed the settlement as ''the best contract ever negotiated'' with the country's largest health maintenance organization.

In addition to three 6-percent annual across-the-board wage hikes, the new contract increases evening and night shift differentials, provides higher payments in lieu of benefits for part-time workers, and makes equity adjustments of as much as 19 percent.

Local 250 represents professional, technical, clerical, maintenance and service workers, including pharmacists, radiology technicians, licensed vocational nurses, nurse assistants, physical therapy aides, clerks and secretaries.

INSIDE

VOLUME 34, NUMBER 25
DECEMBER 11, 1989

AFL-CIO NEWS

1 ***Success continues at universities***

Service Employees won a first contract for 1,200 office workers at the University of Cincinnati that provides full employer-paid medical coverage.

2 ***NLRB faults CitiSteel; holiday at Pittston***

Steelworkers cheer a National Labor Relations Board complaint on CitiSteel USA's hiring practices. Striking Mine Workers at Pittston prepare for Christmas.

3 ***Flight Attendants address on-job health***

AFA's board of directors focuses on occupational health and safety, training and leadership development in setting union's agenda for 1990.

4 ***Court chips away at worker rights***

The scales of justice tipped in the employers' favor between 1987 and 1989, when the U.S. Supreme Court ruled against unions by a 2-1 margin.

6 ***Hanley president of Operating Engineers***

The IUOE executive board elected Frank Hanley as president to fill out the unexpired term of Larry Dugan Jr., who is retiring. Hanley was secretary-treasurer.

7 ***Exports can't offset record U.S. imports***

Exports for January-September 1989 lagged $80.4 billion behind the record-setting pace of imports, although the trade deficit was $7.9 billion below the same period of 1988.

UNION YES

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Season's Greetings!

AFL-CIO NEWS

VOLUME 34, NUMBER 26 DECEMBER 26, 1989



UFCW volunteers distribute toys to the children of striking Pittston Miners in St. Paul, Va.

Two tales of a stricken Christmas

Striking Mine Workers get visit from Santa, courtesy of UFCW

By Candice Johnson

Santa, riding a crest of good will spread by the Food and Commercial Workers, brought goodies and holiday cheer to striking Mine Workers and their families at St. Paul, Va.

UMWA members in Virginia, West Virginia and Kentucky have been on strike against Pittston Coal Group Inc. since Apr. 5. Negotiations mediated by former Labor Sec. William J. Usery resumed Dec. 18 as Christmas closed in on the mountain region.

The holiday party was organized by members of the UFCW's mid-Atlantic region Women's Network, which called on volunteers from Local 23 in Pittsburgh, Local 56 in New Jersey and Local 400 in Washington, D.C. More than 50 union members made the journey south while other volunteers joined in to unload supplies and help get the party in full gear.

Using their job experience as store clerks, the UFCW members turned an empty building on the Russell County fairgrounds into a Christmas store, with each UMWA family given tickets for one toy and one item of clothing per child.

Children made Christmas ornaments and whispered their holiday wishes and dreams to Santa Claus while their parents shopped for gifts and toys. A giant Christmas tree was decorated with hundreds of stockings and musicians led the crowd in holiday carols.



Santa makes a friend.

The UFCW's women's network began their fund-raising efforts in October, collecting nearly $50,000 from local unions throughout the region. Unionists then went shopping at a Bradlee's Dept. Store in New Jersey—represented by UFCW Local 56 — and bought mountains of toys and gifts at a 20 percent discount.

Wrapping paper and supplies were donated by Woodward & Lothrop, a Washington-based retail chain organiz-

Continued on Page 6

Eastern strikers win health care judgment; other unions pitch in

As striking Machinists stepped up their challenge to Frank Lorenzo's Eastern Air Lines—winning another round in a Labor Dept. review—the AFL-CIO community services network and central bodies in hub cities worked to make the holiday season a bit brighter for the children of the 8,000 strikers.

While Christmas parties and toy and food drives were the order of the day, IAM members and supporters in key Eastern cities observed another "Stand Up to Lorenzo Day," reminding the flying public that the strike against Eastern was still in force.

Following an investigation by its Pension and Welfare Benefits Administration, the Labor Dept. declared that Eastern must give striking and laid-off workers the opportunity to continue health insurance coverage at their own expense as required by federal law.

Under COBRA—the Consolidated Omnibus Budget Reconciliation Act adopted in 1986—striking and laid-off workers are eligible to buy their own continued health insurance coverage at group rates.

But investigators discovered that many workers who had paid the insurance premiums were denied coverage by Eastern's health insurance plans.

"What basically happened is that the

Continued on Page 12

OCAW workers rewarded after 5½-year fight

International push cited in BASF pact

Geismar, La.

The West German-based BASF Corp., clearly affected on many fronts by an international corporate campaign on behalf of the 370 Oil, Chemical and Atomic Workers the company locked out in June 1984, signed a new three-year labor contract that provides pay increases, job security and reinstatement for all workers.

The accord, ratified by "an ample margin" Dec. 18, provides an immediate increase of 2 percent, with increases of 3.5 percent for 1990 and 1991. Further, the company will pay all health insurance premium increases during the first two years, and 80 percent of the increase in the third year.

OCAW Vice President Robert Wages praised the locked-out workers, saying their efforts have "sent a powerful message to anyone who would try to deprive our members of their dignity, their livelihoods or their union. And that message is that we have the will and the capacity to defend ourselves even under the most adverse of circumstances."

The BASF employees were locked out two hours before the old contract expired in June 1984. The company imposed its final offer in September 1987, and fired all the maintenance workers a month later, subcontracting out their work. All OCAW Local 4-620 officers and seven of the 10 bargaining committee members were in the maintenance sector.

Richard Leonard, director of OCAW's corporate campaign, said the union received help from an unusual assortment of allies and friends around the world. It successfully enlisted the support of the West German unions that represent workers at the BASF's home-based plants and filed a complaint with the Organization for Economic Cooperation and Development over BASF's union-bashing.

West Germany's chemical union, the I.G. Chemie, and the Green Party were instrumental in gaining the new contract. The Green Party had protested BASF's environmental record in both countries, while I.G. Chemie worked behind the scenes to get the conglomerate to end the lockout, Leonard said.

The "big sticking point was that the company did not want to take everybody back," Leonard said. It also insisted on subcontracting rights and refused to give the workers seniority

Continued on Page 2

UAW workers ratify pact allowing Rouge Steel sale

Dearborn, Mich.

UAW members ratified a new contract covering terms of the sale of the Ford Motor Co.'s Rouge Steel subsidiary to Marico Acquisition Co. The modifications improve pensions and job security and provide cash bonuses of up to $13,000.

UAW Local 600's 1987 contract provided worker protections if Ford were to sell the 66-year-old steel-making subsidiary, which employs 3,300 workers. The ratification, by a 1,391-1,175 vote, extends the existing contract to 1992, making the sale possible.

The new agreement provides a retention payment of $600 per year of seniority, up to a maximum of 10 years' seniority, to be made upon completion of the firm's sale to Marico this month. On the third anniversary of the sale, another retention payment of $700 per year of seniority will be made, for a maximum of 10 years' seniority. This would amount to up to $7,000 for eligible workers.

Further, there will be special payments that will be the equivalent of vacation bonuses totaling $550 in 1990 and 1991, the union said. Ford also agreed to allow Rouge Steel workers who may be laid off in the future to exercise seniority at other Ford-Rouge plants. This opportunity will remain in effect for 10 years, or the period of seniority the worker has, whichever is greater.

Pension benefits will be increased to current UAW/Ford contract levels. In addition, Ford guaranteed up to $2 million extra for the UAW/Marico guaranteed income system plan for layoffs and up to $3 million extra for the supplemental unemployment benefits program, if needed. The company's profit-sharing plan also was extended and there is a provision for a wage reopener in 1991.

In other settlements involving UAW workers:

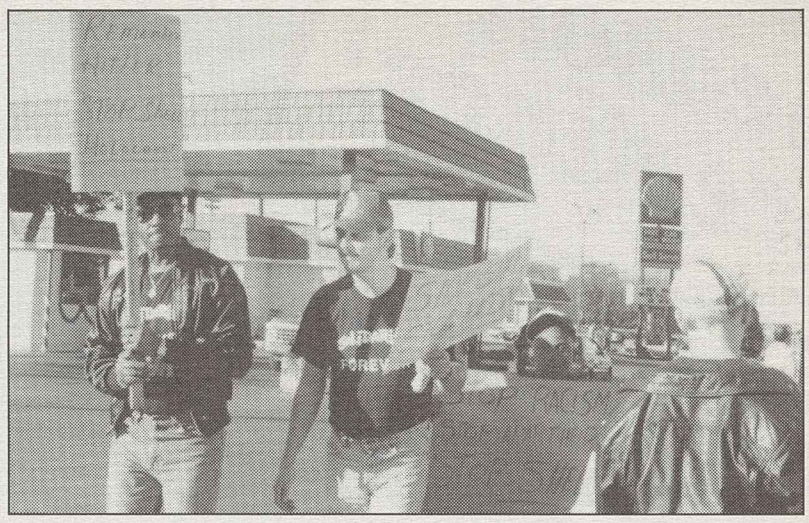
- UAW Local 1069 members in Philadelphia gave near unanimous approval to a three-year contract with Boeing Helicopters that provides general wage increases totaling 10 percent, lump-sum bonuses totaling 19 percent of annual salary, and a change in the cost-of-living provision that represents a 16-percent increase over the old formula in the first year.

The economic terms of the agreement, covering 3,000 workers, parallel those approved Nov. 20 by Machinists at Boeing's helicopter plant in Seattle. The contract is retroactive to Oct. 5.

- Colt Industries Inc. announced an agreement to sell its Colt Firearms Division to C.F. Holding Corp., a move welcomed by the 800 UAW members who have been on strike at two Hartford, Conn., plants since January 1986. Colt gave 60-day notice to its 950-member scab workforce that their jobs would end on Jan. 16 if the anticipated sale is completed.

In September, a National Labor Relations Board administrative law judge upheld union charges that the strike was caused and prolonged by unlawful company actions and ordered the strikers rehired.

- A new contract at White Consolidated Industries refrigerator manufacturing plant in Greenville, Mich., will freeze wages for four years for some 3,500 UAW Local 137 members. The agreement, ratified by a 3-1 margin, provides $300 annual lump-sum payments. Health plan changes require worker co-payments.



Union members in Dallas picket a Shell Oil Co. service station as part of week-long activities highlighting labor's boycott of Shell, which supports South African apartheid. Members of UAW Local 848 and Postal Workers Local 732 joined the demonstration.

International pressure cited in OCAW accord with BASF

Continued from Page 1

credit for the 66 months they were locked out.

In the end, BASF backed off all its demands. All workers, including the 110 in the maintenance unit, will be rehired. There is no subcontracting language in the new agreement and the workers will receive full seniority credit covering all areas of the contract, except for pensions, Leonard said.

Those workers who choose not to return to work will be paid $1,000 per year of service, including for the time they were locked out, Leonard said.

The corporate campaign challenged BASF on a number of fronts—documenting the company as a major polluter in Louisiana, filing unfair labor practice complaints, testifying before Congress, and pressuring BASF stockholders to end the lockout. In October 1985, the AFL-CIO approved a boycott against BASF video, audio and computer tapes and discs, vitamins and antifreeze ingredients.

An investigation by the OCAW and the Sierra Club, a nonprofit environmental group, resulted in a $4.3-million Environmental Protection Agency fine for violations of the Toxic Substances Control Act. BASF eventually paid $1.3 million.

Leonard said the union's experiences in conducting this corporate campaign will be carried over to other battles. "We learned that a corporate campaign can be conducted within the boundaries of our resources," he said. "We depended heavily on our allies and on the coalition and contacts we built. We intend to maintain those coalition ties."

Star-studded benefit raises $30,000 for striking Musicians

Las Vegas

The six-month-old strike by Musicians Local 369 against the "Big Five" hotel-casinos received a boost from a benefit held at the Riviera Hotel, where more than two dozen entertainers performed for free in a four-and-a-half-hour "Star Salute to Live Music."

The show raised $30,000 for the Musicians Emergency Relief Fund and drew an audience of 1,800. Entertainers included Henry Mancini, Milton Berle, Ed Asner, Kay Starr, the Mills Brothers, Jack Jones, Ray Stevens, Barbara McNair, John Byner, Phil Ford, Frank Sinatra Jr. and others, accompanied by a 45-piece orchestra.

The support of other unions, especially Theatrical and Stage Employees Local 720, provided invaluable assistance in producing the show and lent a feeling of solidarity to its sister union, said Local 369 President Mark Massagli.

The key issue in the strike—which began June 3 at the Tropicana and now includes Bally's, Caesars Palace, Flamingo Hilton and Las Vegas Hilton—is the hotel managements' demand to replace the musicians working in its show rooms with taped music, and to severely reduce the work guarantees of those musicians who play in the star rooms.

The union has run a blitz of television, radio and print ads to let consumers know the "Entertainment Capital of the World" is now pre-recorded.

Many of the nation's top performers have canceled engagements at the hotels and some have attempted to open the dialogue between the two sides, including singer Wayne Newton and musical director Frank Sinatra Jr. After singer Frank Sinatra canceled his engagement at Bally's, informal talks opened between the union and the hotels, ending two months of silence.

In addition, numerous union functions have been canceled at the five hotels.

In a separate action, Judge Lloyd George of the U.S. District Court here granted a preliminary injunction to the hotels, allowing for the temporary suspension of an Immigration and Naturalization Service rule barring the hiring of H-1 visa holders to perform during the strike.

H-1 visas are provided for persons of "distinguished merit and ability" who come to this country temporarily to perform work or services. The INS regulation prohibits the importation of H-1 visa holders to replace striking workers.

The judge limited the scope of the measure to star performers and their ensembles. He noted in his ruling that the hotels, in arguing for a permanent injunction, will have to show that the INS rule causes them "irreparable harm." Earlier, the judge granted Local 369 the right to intervene in the case.

AFL-CIO NEWS

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Transportation drug testing poses challenge

As the Dept. of Transportation has begun drug testing for workers in industries it regulates, labor is pressing its fight in the nation's courts for adequate worker protections.

"Ideologically, we've always been opposed to random, mandatory testing and will continue to take that position," said Transport Workers President George Leitz. He said the TWU would follow through on lawsuits pending in Washington and take them "to the bitter end—the Supreme Court," if necessary.

The Dept. of Transportation is ordering industries to begin testing 4 million "safety-sensitive" employees. Aviation workers are first, followed by employees of mass transit agencies, maritime industries and interstate truck and bus companies.

Random testing begins in January for 90,000 railroad workers regulated by the Federal Railroad Administration, and in April for 116,500 pipeline industry employees of private firms.

The rules, published in November 1988, call for five kinds of testing: pre-employment, periodic (for certain employees who undergo regularly required medical exams), random, reasonable cause and post-accident. Testing is for the presence of marijuana, cocaine, opiates, amphetamines and phencyclidine (PCP).

Leitz said the TWU is "realistic" about the drug testing situation, urging locals to "do the best they can to negotiate a system of drug testing that complies with federal mandates but at the same time goes much further than that in protecting worker rights."

Leitz said the union recently came to a settlement on drug testing for 38,000 members at the New York City Transit Authority that complies with the Transportation Dept. but provides for a rehabilitation program at the Transit Authority's cost for a first-time positive test, with reinstatement to work if the employee is drug-free after treatment.

Fred A. Hardin, president of the United Transportation Union, said the UTU is "continuing to oppose random testing as unconstitutional."

Hardin said the union has made several attempts, along with CSX and Burlington Northern railroads, to exempt railroads that have Operation RedBlock programs from drug-testing requirements. Operation RedBlock tackles a drug or alcohol problem through recognition and rehabilitation without violation of privacy rights.

The drug-testing program "is a big waste of money," declared Bill Sheri, airline coordinator for the Machinists, whose 90,000 members in air transport are subject to the new rules. He said the IAM contends the testing isn't needed in the industry, and that the Transportation Dept. is "overreacting."

The TWU acknowledges that the "prognosis isn't good" for pending court cases. Still, labor's case received a shot in the arm recently with a ruling in U.S. District Court that U.S. Postal Service drug testing of job applicants was unconstitutional.

"I conclude that the required urinalysis drug testing for all job applicants to the United States Postal Service without individualized suspicion is an unreasonable intrusion into the privacy of the applicants and this is a violation of the Fourth Amendment," declared Federal District Court Judge John McNaught.

William Burrus, executive vice president of the American Postal Workers Union, said the decision is "extremely important" and would aid in the fight against a Postal Service policy instituted this year to screen prospective employees for past drug use.

APWU attorney James Lamond said the decision was the first time a drug-testing program for government job applicants had been struck down by a federal judge.

Sakharov: 'An irreplaceable voice for human rights'

The world has lost an irreplaceable voice for human rights," said AFL-CIO President Lane Kirkland on the death of Andrei Sakharov, the Soviet Union's leading dissident for the past two decades.

Sakharov, a distinguished scientist known as the father of the Soviet hydrogen bomb, was awarded the Nobel Peace Prize in 1975 for his work for human rights. He died in Moscow Dec. 14 after suffering a heart attack at the age of 68.

Sakharov endured decades of political harassment, disgrace and exile but continued to press for democratic reforms. He was awarded the AFL-CIO's George Meany Human Rights Award in 1986 while banished under an order of internal exile.

The award—which called him "one of the towering moral figures of our century"—was not presented to Sakharov until he was released from internal exile and was able to meet with AFL-CIO leaders in November 1988.

"How sad that Dr. Sakharov should die just as the democratic values he so fervently represented were beginning to manifest themselves in his part of the world," Kirkland said. "And how tragic that his life was shortened—we know not how much—by many years of forced exile, lengthy interrogations and other outrages by those who sought to silence his inspirational message."

During his visit to the AFL-CIO, Sakharov asked for and received labor's pledge that it would support Soviet workers' efforts to win free trade unions, Kirkland recalled. Now, "we vow to redouble our efforts to achieve his dream of freedom and democracy and self-determination for all people," Kirkland said.



Andrei Sakharov receives the George Meany Human Rights Award in 1988 from AFL-CIO Sec.-Treas. Thomas R. Donahue and President Lane Kirkland. An interpreter is at center.

AFL-CIO to meet with independent Soviet unionists

AFL-CIO President Lane Kirkland has announced that he will meet in early January with a visiting delegation of 10 leaders of independent mine workers strike committees from the Soviet Union.

"This meeting marks a milestone—independent trade unionists from the Soviet Union meeting with their American counterparts," Kirkland said. "We look forward to hearing how we can assist them as they continue their historic struggle for trade union democracy."

The union leaders, who represent strike committees from different mining regions of the USSR, led a strike of 500,000 workers starting in July 1989. They will tour the United States from Dec. 29 until Jan. 26 studying U.S. mining methods and mine safety.

The delegation will be the first group of free trade unionists from the USSR to visit the United States and to be hosted by the AFL-CIO. The federation has consistently refused to recognize "official" Soviet labor delegations and has refused to meet with them because they represent Communist-controlled unions.

A Lithuanian tractor driver, Kazimieras Uoka, president of the Lithuanian Workers Union, spoke to the AFL-CIO convention last month as a representative of the USSR's emerging independent trade union movement.

The delegation members, who are Russian, Ukrainian and Kazakh miners, are guests of the AFL-CIO as part of a trade union exchange program which the U.S. Information Agency funds through the Office of Private Sector Programs.

Farm Workers sue Dole for minimum wage, housing abuses

Fresno, Calif.

The Farm Workers sued agribusiness conglomerate Dole Fresh Fruits Corp. and its subsidiaries, S & J Ranches and F & F Contracting, charging that they routinely underpaid workers for several years and violated housing laws at their labor camps.

The suit, filed by the Farmworkers Education and Legal Defense Fund on behalf of six workers, seeks to require the defendants to pay the workers the state agricultural minimum wage owed them, plus penalties.

The suit also seeks to bring labor camp housing up to standard and to rebate workers the rent they paid above the fair market value of the housing. In addition, the suit seeks class-action status.

UFW President Cesar Chavez, in announcing the suit, said that "at a time when American families are gathering to give thanks at full tables, it is unthinkable that law suits have to be filed so that farm workers who produce the food can obtain minimal wages and decent housing." The UFW is the bargaining agent for 800 Dole workers, but has no contract with the company.

Dole workers were not paid the minimum agricultural wage of $4.25 an hour, as required by the California Agricultural Wage order, the suit says.

UFW attorney Jack Daniel said workers at S & J's olive farms, about 15 miles north of Fresno, were paid on a piece rate, and often did not earn enough daily to equal the minimum wage.

Further, the company violated the federal law by not listing the hours worked on the weekly pay stubs, Daniel said. Sometimes the company would "clock out" workers several hours early, so their daily earnings would appear to meet minimum wage standards, he said.

The worker housing violates the minimum standards set by state and federal laws, the suit charges. During the height of the season, as many as 100 farm workers lived at one small house that had no heat, broken windows and inoperative toilets and showers, according to Daniel.

Unions ratify contracts with Detroit newspapers

Detroit

Five unions at the Detroit Free Press and the Detroit News, which have been merged under a joint operating agreement, ratified new 29-month contracts, averting a strike. The accords provide pay increases totalling $80 over the term.

The previous agreement had been extended beyond its May 1, 1989, expiration date. The companies had raised wages $22 a week in May. Upon ratification, pay scales went up $30, with increases of $30 a year later and a final raise of $20 on Nov. 27, 1991. In addition, a $5 weekly increase on Nov. 27, 1990, will be applied to whatever benefits the unions choose.

The unions bargained with the Detroit Newspaper Agency, the joint operating company set up by the two newspapers, which merged their production operations to save money. The Machinists, Operating Engineers and Plumbers and Pipefitters settled their contracts earlier, as did Graphic Communications Union Local 13.

The Newspaper Guild, Teamsters, Communications Workers, IBT Mailers and Graphic Communications Locals 289 and 13 coordinated their bargaining.

The DNA agreed to provide fully paid health insurance and provided a ratification bonus of two weeks' pay.

Non-economic items varied from union to union, but in cases where they represented workers at both papers, the new contracts generally reflect the stronger contract language of the previous agreements, according to Guild Local 22 administrative officer Don Kummer.

Many of the DNA employees, who were represented by the Guild or SEIU at the Free Press or the Guild and IBT at the News, are not covered by union contracts. A National Labor Relations Board hearing will be held on Jan. 3 to determine the proper bargaining units at DNA.

Those workers without union representation are in the business, circulation, data processing and advertising departments at DNA, Kummer said.

Meanwhile, employees of The Sacramento Union daily newspaper approved a settlement with their publisher that pays out $2 million over the next three years. CWA members voted 35-10 in favor of the agreement and Guild members voted 51-2.

The agreement paves the way for sale of the paper to new owners who will be required to continue publication for the next three years or suffer a financial penalty, according to Bob Saucerman, co-chairman of the Guild's bargaining unit.

The Guild dispute began in August 1986 when the newspaper declared an impasse in bargaining and imposed a 15 percent pay cut. The NLRB ruled no real bargaining had occurred on union security and ordered the newspaper to reinstate the former contract.

The 9th Circuit U.S. Court of Appeals upheld that ruling and said that four employees should not have been fired after writing a letter to advertisers in 1987. They received backpay, seniority and pension rights as if they had been continuously employed by the company.

And in Chicago, CWA Typographical Local 16 won a major arbitration award for 83 employees of the Chicago Sun-Times. Their salaries were restored to $640 a week and they were awarded backpay from July 9, 1989, when the company reduced wages by $300 a week.

The Sun-Times had claimed that the pay cuts, new working conditions and changes in the lifetime job guarantee were covered under the "most favored" clause in its contract that allows changes if the union "grants" more advantageous terms to the Chicago Tribune.

The CWA recently settled a protracted labor dispute there which included an $8 million buyout plan and changes in working conditions. The current contract between the CWA and the Sun-Times, which expires on June 15, 1989, is being extended on a day-to-day basis.

Union crews taking grain aid to Poland

American relief grain shipments to Poland are making the transatlantic crossings in U.S.-flag vessels manned by union crews.

Two American ocean carriers—Liberty Maritime Corp. and OMI Corp.—beat out foreign competitors in bidding on government contracts to transport 180,000 metric tons of corn under the U.S. aid package to Poland.

Liberty will haul three of the four shipments in January aboard the Liberty Star, Liberty Sun and Liberty Sea, with crews represented by the Marine Engineers and Seafarers. Each ship will carry 40,000 to 50,000 tons. OMI will carry the fourth 40,000-ton shipment.

MEBA President C.E. DeFries said the winning low bids submitted to the Agency for International Development by the U.S.-flag carriers scuttles the contention that the American merchant fleet shipping rates can't compete with foreign ships.

Liberty's bid came in at $35.35 per ton, and OMI's was $33.88 per ton on the remaining shipment. The lowest foreign-flag bid worked out at $54.53 per ton, the agency reported.

"This destroys once and for all the myth that the U.S.-flag is always the highest cost," DeFries said. "Now the corn will arrive on a ship that proudly carries the U.S. flag—an unmistakable sign of America's commitment to the people of Poland and to freedom and democracy."

Under the U.S. cargo preference law, 75 percent of humanitarian food aid must be shipped in American-flag bottoms. Opponents on the law contend that that extra transportation costs incurred by using U.S. ships could reduce grain shipments. But that argument is easily refuted by the lowest bids submitted by union-contracted ships.

Earlier this year, an SIU crew of the U.S.-flag ship Spirit of Texas delivered 11,500 tons of sorghum at Gdynia, Poland, under the cargo preference provisions.

During a shipboard ceremony, the Seafarers presented Solidarnosc representatives with token gifts, including SIU pins, caps, jackets and scarves, as well as a shipment of office equipment needed by Polish unionists.



AFL-CIO President Lane Kirkland hosts a luncheon in Warsaw for Solidarity leaders, along with Building and Construction Trades Dept. President Robert A. Georgine, right. Polish unionists include Sen. Andrzej Celinski, Sen. Lech Kaczynski, Jacek Merkel and Zbigniew Bujak.

USWA lukewarm on trade accords

Pittsburgh

The Steelworkers welcomed the Bush Administration's negotiation of bilateral foreign trade agreements on steel imports, but expressed reservations over the longer term impact on American industry and workers.

The USWA had been seeking a five-year extension of the U.S. voluntary restraint agreement program. President Bush trimmed the extension to 30 months.

Under accords reached with the European Economic Community and 16 other major steel-exporting countries, the signatories agree to end government subsidies and import barriers in exchange for a larger share of the U.S. steel market.

Imports would be allowed to increase from 18.4 percent in 1989, to 19.1 percent in the fiscal year started last Oct. 1 and to 20.1 percent in 1991.

USWA President Lynn Williams said in a statement that the union welcomes the development that steel-exporting nations have agreed to end subsidies and eliminate trade barriers.

"While this is a important step," Williams said, "we await the results of further negotiations."

ILGWU weighs options after judge upholds homework

A Labor Dept. rule ending a ban on homework in five industries was upheld by a federal district court judge.

The Ladies' Garment Workers—which brought the court challenge in January 1988—was "very disappointed" with the ruling and was meeting with attorneys to determine what further action would be taken, said ILGWU Vice President Susan Cowell. "We will continue to work in one form or another on the issue of homework abuse," she added.

Judge Gerhard Gesell said the court was charged with determining whether the agency made a reasonable decision based on its experience and analysis, despite shortcomings in the regulations.

The Labor Dept. action lifts the ban on homework in five industries—gloves and mittens, handkerchiefs, buttons and buckles, embroideries, and some jewelry manufacturing—and replaces it with a certification program for employers, similar to one adopted by the department in 1984 for the knitted outerwear industry.

That program was not challenged in court, but was monitored by unions. The Labor Dept.'s 1986 attempt to extend the certification program to six homework industries drew fire from the ILGWU, which pointed out that the Labor Dept.'s own records showed it to be inadequate.

The department then dropped its proposal to lift the homework ban in women's apparel and some hazardous jewelry manufacturing, but continued to seek an end to restrictions in the five industries, issuing a final rule in November 1988.

The effectiveness of the Labor Dept.'s certification program remained a key part of the ILGWU's challenge, with the union pointing to significant evidence that fair labor standards provisions—minimum wages, hours, and overtime requirements—have not been enforced.

But in contrast to its 1981 attempt to lift the ban on knitted outerwear without providing for adequate enforcement of wage and hour laws, the Labor Dept. "made a reasoned decision, based on the record, that a certification system would be superior to a total homework ban" in enforcing labor standards in the five industries, the court found.

"Clearly and by the Department's own admission, the record indicates that the knitted outerwear certification system has demonstrated serious shortcomings," the judge said. But the court's role is to determine whether the Labor Dept. has made a "rational connection between the facts found and the choice made," and not to judge the effectiveness of the provisions.

The Labor Dept. rule requires certification of employers every two years, with provisions for government investigation "promptly" after the certificate is issued. Employers also must identify homeworkers and guarantee that wage and hour regulations are observed.

For repeat or serious violators, certificates can be revoked for up to three years, civil monetary penalties can be levied and a $2,500 bond per homeworker can be demanded by the department. But the threat of revocation and civil penalties was not a deterrent in the knitted outerwear industry and based on previous experience, the department is unlikely to impose steep penalties or bonds on employers, the ILGWU pointed out.

The ILGWU's concerns "are no doubt valid; the evidence is strong that the conditions present in the 1940s regarding the exploitation of homeworkers have not disappeared," the court acknowledged. But "the court must respect an agency's superior position to make judgments . . . and uphold such judgments if the agency has articulated a satisfactory explanation for its action," Gesell said.

AFL-CIO seeks OSHA protection from reprisals

By Arlee C. Green

Federal laws and regulations that protect workers' rights to report job safety and health hazards without reprisals from their employer need to be strengthened, the AFL-CIO said.

The federation called for legislation that would allow workers to refuse to perform work when faced with imminent danger of death or serious injury, and urged the Occupational Health and Safety Administration to better inform workers of their on-the-job rights.

Federation safety director Peg Seminario said a new Government Accounting Office survey of OSHA compliance officers and supervisors underscores this need. The survey, she said, "confirms what we've known all along—that the OSHA law is not protecting workers who raise safety and health concerns from discrimination."

She pointed to the testimony of William J. Gainer, director of Education and Employment Issues in the GAO's Human Resources Division. Gainer testified about a portion of the survey before the House Education and Labor subcommittee on labor-management relations.

While Gainer didn't make any recommendations, "we agreed with the findings," Seminario said. "There are problems in the law and we need to strengthen provisions that allow workers to refuse hazardous work." The law is ambiguous about a worker's right to refuse work that endangers his health.

She added there should be requirements for reinstating workers for the period while cases are being resolved, and the period for filing complaints should be lengthened. Under the Mine Safety and Health Act, workers must file reprisal complaints within six months, compared to 30 days under the OSHA law.

The GAO survey was completed by 219 compliance officers, about a third of the nationwide total, and 117 supervisors, roughly 75 percent of the total number of supervisors.

Gainer testified that in fiscal year 1989, OSHA resolved about 3,600 complaints from workers about employer reprisals, finding evidence supporting the complaints in 16 percent of the cases.

There probably would have been many more reports of hazardous conditions from workers and complaints about employer reprisals, the inspectors said, but workers are generally unaware of their rights.

Fewer than half of all workers are knowledgeable about their rights, according to nearly 80 percent of the inspectors, and fully one-third of the inspectors believed that few, if any, workers are knowledgeable about their rights.

Nearly half of those surveyed thought that workers believe they would have little or no protection from reprisals if they reported violations. About 22 percent of the inspectors said workers are not free to exercise their rights, such as the right to talk confidentially with an inspector.

In identifying legislative constraints, the inspectors said OSHA is hampered by the requirement that workers' complaints about reprisals be filed within 30 days and that litigated cases go to a federal district court rather than an administrative law judge.

Further, there are ambiguities in the statutes, such as the right of refusal to work because of a serious health hazard, and the lack of interim remedies while a case is being litigated or settled, the inspectors said.

"Inspectors in several regions said that OSHA is aware that it cannot protect workers who report violations," Gainer said. "As a result, they said, on occasion OSHA has been forced to drop citations when the employers contested them because the agency was unwilling to reveal in subsequent hearings the name of the worker who made the complaint."

Because of these problems, OSHA has found only 16 percent of reprisal cases to be meritorious. The majority were settled by the agency or by agreement reached between parties. Only 3 percent of the total complaints were forwarded to the Solicitor of Labor for legal action, Gainer said.

Six union-busting companies added to IUD 'dishonor list'

Six union-busting companies were added to the AFL-CIO Industrial Union Dept.'s annual "dishonor list" for making private police forces, "rent-a-goon" squads and electronic surveillance a part of corporate labor relations.

Now in its seventh year, the dishonor roll was designed to focus public attention on companies that adopt deliberate policies to undermine free trade unions and sabotage collective bargaining.

This year, for the first time, the IUD concentrated on firms offering management such specific union-busting weapons as armed guards rigged out in full riot gear, and migrant work forces ready to cross picket lines and live in on-site temporary housing.

Cited for violence and intimidation against unions were Vance International, Alert Network Inc., Railfinders Inc., Special Response Corp., BE & K, and Wackenhut Corp. Employees for these firms are soldiers of fortune who are hired to threaten, harass and often attack union members.

"These companies are among the dozens which use intimidation and confrontation as weapons," said IUD President Howard D. Samuel. "Their activities pose a continuing threat to peaceful and productive labor relations and to the institution of free collective bargaining."

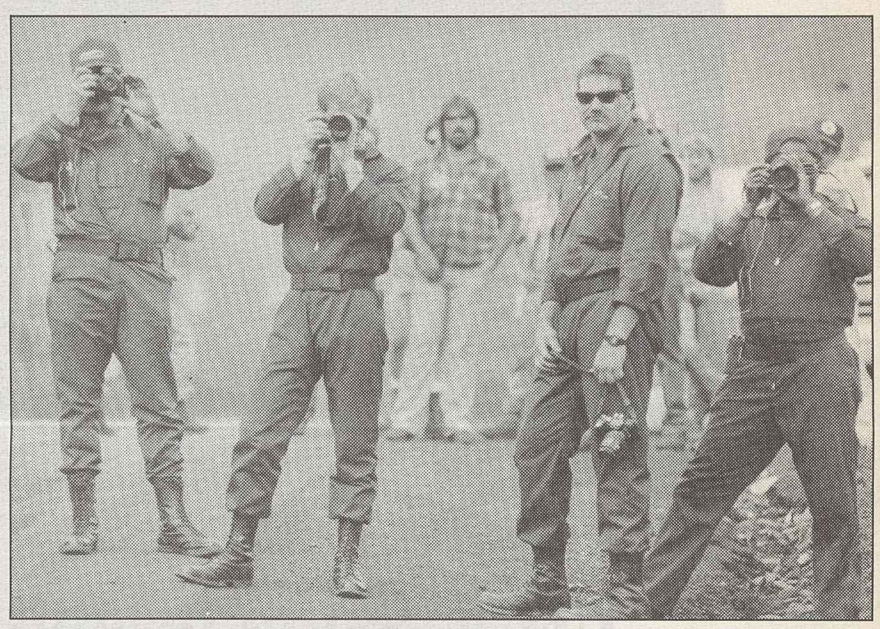
IUD pointed to a seldom-enforced federal law, the Byrnes Act, that criminalizes the importation from one state to another of strikebreakers who use or threaten to use force in interfering with strike picketing or other legitimate union activities. There also are a number of state statutes that prohibit or limit strikebreaking activities, and IUD urged locals to have their counsels check individual state laws.

Vance International, based in Oakton, Va., serves a wide range of companies, with a heavy emphasis on those in the mining industry. UMWA President Richard L. Trumka noted that the multi-million-dollar Vance operation has provided hired guns for the Pittston Coal Group as part of the firm's strong-arm tactics against strikers.

"Vance guards are the high-tech heirs of the Pinkerton and Baldwin-Felts detectives brought in by coal companies during the union organizing drives of the 1920s and '30s," Trumka said. "They're professionals at intimidation."

Alert Network Inc. of Snohomish, Wash., offers to send personnel to a strike scene "on a moment's notice and (provide) the most up-to-date surveillance equipment . . . to avoid traps that will result in union victories."

Railfinders Inc. also is in the business of providing scabs. Among their clients have been the Boston & Maine Railroad, which used the Pittsburgh-based firm to provide scabs during the infamous 1986 Guilford strike.



Camera-toting Vance International 'rent-a-goons' attempt to intimidate Mine Workers on Pittston picket lines.

Special Response Corp. of Towson, Md. features an advertisement showing a man in full riot gear, including helmet, shield and badge and with a clenched fist. The ad offers "A private army when you need it most."

BE & K is the only company to be listed a second time on the dishonor roll. It is a full-service strikebreaker, especially in the construction and pulp and paper industries.

Wackenhut Corp. guards have on at least one occasion threatened pickets with chains, attacked them with clubs and sprayed them with fire extinguishers, according to published reports.

These firms represent a return to the anti-union corporate tactics that prevailed in the early part of this century, said Rep. Nick Rahall (D-W.Va.). "We see a new crop of companies which make millions by providing scabs who take jobs from peaceful strikers and guards armed with mace, nightsticks and even firearms who threaten legal picketlines," he said.

Kirkland: Avoid BankAmerica pension dealings

AFL-CIO President Lane Kirkland called on all affiliates to steer clear of pension fund dealings with Bank of America, parent firm of Seattle First National Bank.

SeaFirst has been on the federation's unfair list since 1979 for refusing to recognize or bargain with Food and Commercial Workers Local 1182. BankAmerica Corp. acquired SeaFirst in 1983.

Over the past 11 years, SeaFirst has flaunted decisions in favor of the union by the National Labor Relations Board, the U.S. 9th Circuit Court of Appeals and the Supreme Court.

In a letter to BankAmerica management, Kirkland voiced concerns over the continuing abuse of the appellate process and noted the bank's "determination to thwart the decision of Seattle First employees to be represented by a union."

Union pension fund managers "must be convinced of the basic integrity, competence and trustworthiness of financial institutions hired," Kirkland wrote. "Fund trustees must be able to count on that company's reputation for good faith and fair dealing, for respecting its contracts and for abiding by the letter and spirit of federal laws.

"BankAmerica Corp.'s conduct in its dealings with the employees' union at Seattle First does not meet such standards," Kirkland stressed.

He said federation affiliates are being notified of BankAmerica's "failure to work toward a good-faith, equitable settlement at Seattle First so that they can communicate with their local unions nationwide about this issue."

Kirkland urged affiliates to express similar concerns to: Warren Metzger, Senior Vice President, Institutional Trust Services No. 9035, Bank of America, 555 California St., San Francisco, Calif. 94104.

Article XX sanctions invoked on Teamsters

AFL-CIO President Lane Kirkland has notified all affiliates that the Teamsters have been found to be in noncompliance with the decision of an impartial umpire under the AFL-CIO's internal disputes procedures and are therefore subject to sanctions under the federation's constitution.

The finding was reached by a subcommittee of the Executive Council consisting of Sec.-Treas. Thomas R. Donahue and Vice Presidents John A. Gannon and William H. Wynn.

The finding, Kirkland said, "follows from decisions of the impartial umpire and the Article XX Appeals Committee that IBT's ongoing participation in representation proceedings concerning T.J. Maxx, Inc., Evansville, Indiana, violates Article XX, and from IBT's refusal to withdraw from those proceedings." The effective date of the sanctions is Dec. 21, 1989.



A young face beams with the joy of greeting Santa Claus and sharing in the gifts he brought to Camp Solidarity.

UFCW Santa brightens Yule for kids of striking miners

Continued from Page 1

ed by Local 400, and party goods and food were contributed by other UFCW-represented supermarkets and stores.

At 10 o'clock the next morning, miners and their families — more than 4,000 people — were lining up outside the "store" as the shopping spree began. Prizes were raffled off each hour, including train sets, a giant teddy bear and a race car.

Hundreds of toys were distributed, along with 7,000 coats and 2,000 pounds of cookies.

Despite the long strike, now in its ninth month, the morale of the miners and their families remains high, said UMWA District 28 President Jackie Stump, adding, "things like this party boost it even more."

Stump's write-in election victory sending him to the State House of Delegates was another boost to the union's cause. Stump defeated 10-term incumbent Donald McGlothlin, father of the judge who has levied more than $64 million in fines against the union during the strike.

Judge Donald McGlothlin Jr. cited the union for so-called illegal strike activities, including the four-day takeover of a Pittston Coal Group preparation plant in September, and for additional contempt charges.

UMWA attorneys called for McGlothlin to step down from the case following his father's election loss but the judge insisted his father's political career had no effect on his impartiality.

Other unions also have been working to bring holiday cheer to miners and their families. The Retail, Wholesale and Dept. Store Union contributed $20,000, in addition to toys and food, to the Justice for Pittston Strikers Fund; the Newspaper Guild collected new toys for miners' children; and the Washington, D.C. Building and Construction Trades Council sent a giant Christmas card.

In other developments:

- The UMWA returned to federal court proposing remedies for Pittston's violation of securities regulations, as requested by Judge Norma Holloway Johnson. Johnson earlier ruled that Pittston tried to mislead shareholders and circumvent their voting rights by voting management proxies on three resolutions not outlined to shareholders.

The union pressed the court to exclude the management proxies and to include an additional 717,000 votes not counted.

- Camp Solidarity has spread to Logan, W.Va., where union members turned an old department store building into a meeting and recreation site for striking Pittston miners and their families.



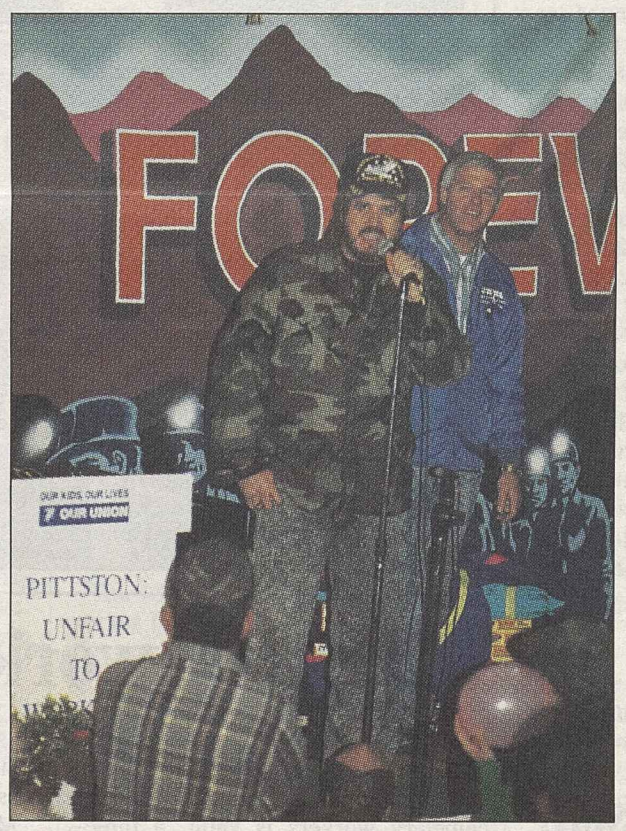
With a touch of Yuletide luck, young D.G. Woods carts off the top prize even without the help of his mom.





Ann McNutt of the UFCW Women's Network describes the efforts of union members in the Christmas campaign, above. UMWA District 28 President Jackie Stump thanks UFCW members, below.









UNION NEWS

USWA local ratifies pact with Timken

Steelworkers Local 1123 members ratified a new four-year contract with Timken Co., ending a 37-day strike at plants in Canton, Wooster and Columbus, Ohio.

The accord guarantees that employees with 30 years' service get a minimum monthly pension of $1,000.

USWA Local 1123 President Jack Nichelsen said that pension minimum was a key issue in the dispute. A supplemental pension fund will be set up to pay benefits until a retiree reaches age 62 and is eligible to receive social security benefits. It will augment the basic pension, which will be raised from $592.50 a month to $712.50 a month for a retiree with 30 years of service.

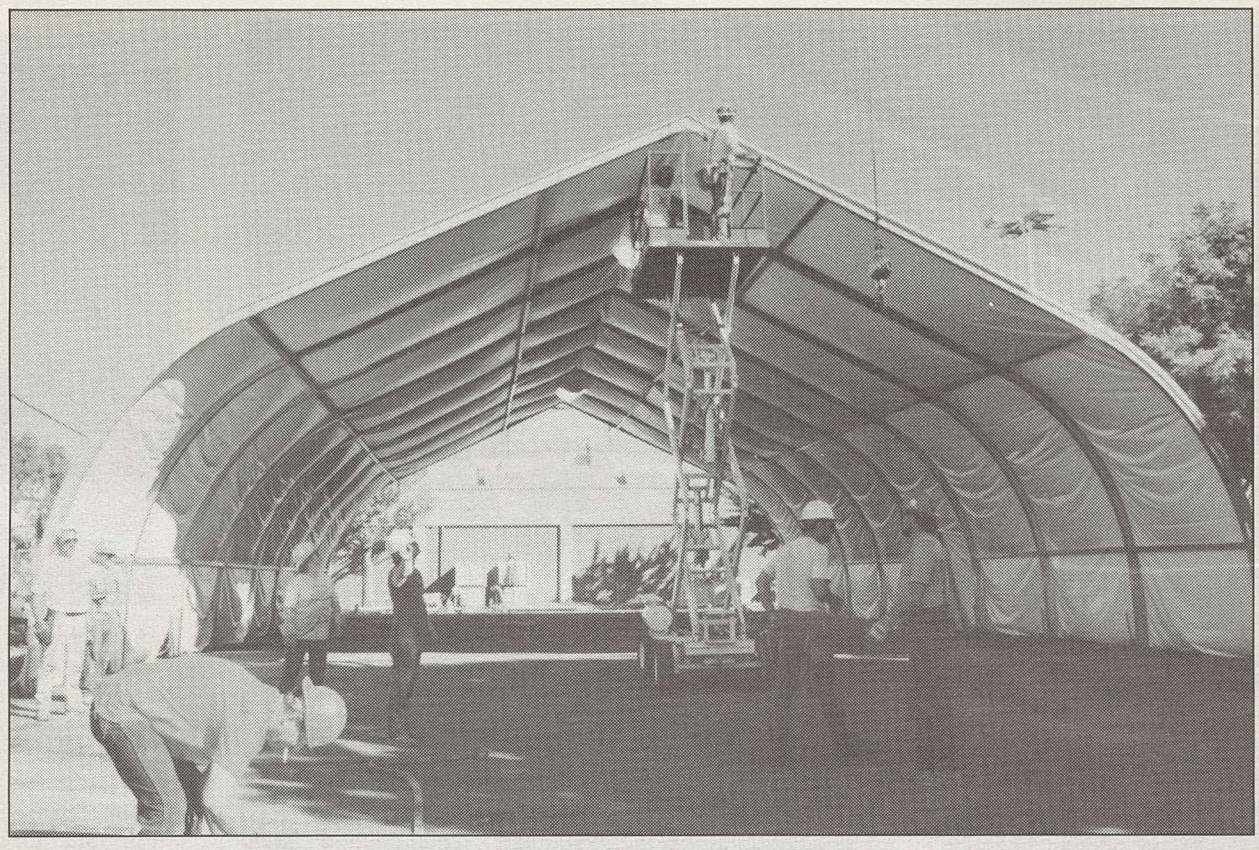
The regular pension multiplier was improved to $23 a month per year of service for the first 15 years, and to $24.50 for the second 15 years of service by Jan. 1, 1992. Further, the ''age plus service rule of 85'' was eliminated.

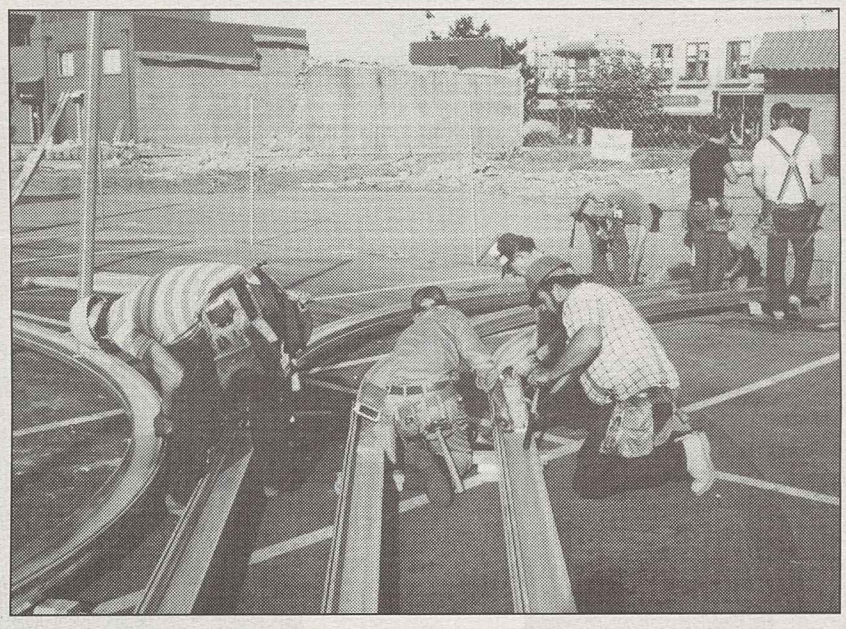
The 5,400 USWA members covered by the contracts will receive an immediate $500 cash bonus, a 43-cent-an-hour roll-in of cost-of-living adjustments from the prior contract, and hourly pay raises averaging 25 cents. The wage scale will go up 25 cents next year and 50 cents in 1991.

Lump-sum COLA will be paid if the Consumer Price Index exceeds a 5-percent trigger in either of the contract's first two years. The trigger is 3 percent in 1992 with quarterly adjustments and 1.5 percent in the contract's final year.

The COLA formula provides a one-cent hourly pay raise for each three-tenths of 1 percent rise in the CPI beyond the trigger point.

Other improvements were made in major medical coverage for retirees, bereavement leave, sickness/accident benefits and life insurance.





Santa Cruz rises from the rubble

Trade union volunteers from throughout Northern California held a high-tech barn-raising that virtually reopened downtown Santa Cruz, Calif., following the Oct. 17 earthquake. Some 200 volunteers from the Carpenters, Millwrights, Iron Workers, Sheetmetal Workers, Electricians, Plumbers, Operating Engineers, Laborers and Painters erected seven temporary pavilions, providing 35,000 square feet of space for businesses displaced by the collapse of the Pacific Garden Mall. Merchants reopened the day after Thanksgiving, in time for the holiday shopping season.

Court supports SEIU complaint for janitors

A District of Columbia judge found that the Apartment and Office Building Owners Association of Washington (AOBA) violated the District's Human Rights Act by banning employees and supporters of the Justice for Janitors campaign from their buildings.

Superior Court Judge Henry H. Kennedy Jr. found that the organization, comprised of the city's most prominent real estate concerns, had discriminated against the individuals by sending broad ''banning letters'' last summer that effectively blocked their access to the buildings.

The Justice for Janitors campaign, sponsored by the Service Employees, is trying to organize some 6,000 janitors at about 500 worksites across the city.

Judge Kennedy ruled the AOBA violated the Human Rights Act by discriminating on the basis of income, but said further proceedings would be needed to determine whether AOBA discriminated on race or national origin.

Cemetery workers' ACTWU vote upheld

Los Angeles

A representation election among Roman Catholic Archdiocese cemetery workers is valid, a three-member arbitration committee has ruled. The 148-member unit chose the Clothing and Textile Workers as their bargaining agent in the February election.

''We're thrilled with the decision of the arbitrator,'' said Barbara Mejia, manager of the ACTWU's California Joint Board. ''I look forward to meeting with Archbishop (Roger M.) Mahony as soon as possible to start negotiations—and to begin the healing process,'' she said.

Mejia said the first bargaining session has been scheduled for Jan. 3 and the union's first priority will be to gain reinstatement of six workers who were fired after the election.

The ''agreement committee'' was headed by Frank Alvarez, a San Francisco attorney who often represents management in labor relations matters. Other committee members were David Sickler, an AFL-CIO regional director, and Ralph Kennedy, a labor attorney and former National Labor Relations Board regional director.

By a 2-1 margin, the committee ruled there was no foundation to allegations of intimidation or coercion of the workers, the union said.

''We've worked on many social justice projects with the Catholic Church through the years,'' Mejia noted, adding that, ''we look forward to working together in the future toward our shared concerns of social and economic justice for all.''

Budd fined $3.3 million for noise violations

Philadelphia

The Occupational Safety and Health Administration has fined the Budd Co.'s automotive panel factory $3.3 million for 834 willful violations of federal noise and record-keeping standards, which has resulted in hearing loss among a large number of press operators.

OSHA Administrator Gerard F. Scannell said the company knew of the hearing loss through its monitoring, but failed to tell the workers. The plant employs 2,400 UAW workers, including some 500 stamping press operators who Scannell said are continuously exposed to noise levels between 97 and 103 decibels—equivalent to a motorcycle with a bad muffler. OSHA limits continuous noise levels to 85 decibels.

OSHA cited the firm, a subsidiary of the German-based Thyssen AG, for 529 noise violations and 305 record-keeping violations. The noise violations included 90 instances of Budd not giving annual hearing tests; 124 instances of not retraining and refitting workers with improved hearing protection; 125 instances of not informing workers of hearing threshold changes and 154 instances of not comparing annual hearing tests to baseline hearing levels.

Other violations included a lack of engineering controls, inadequate noise monitoring and failure to inform workers of monitoring results, insufficient hearing protection and deficient audiometric records involving noise exposures.

Oklahoma federation bolsters COPE for 1990

Afton, Okla.

In preparation for the 1990 state and national elections, the Oklahoma AFL-CIO convention approved a constitutional amendment to establish and fund a new committee on political education.

The delegates approved a voluntary monthly contribution of $1 per member for two months to the new COPE fund. In addition, they raised the monthly per capita payment from 50 cents to 60 cents, with the extra dime going to the COPE fund.

The convention's 300 delegates also attended a COPE workshop and listened to four Democratic candidates for governor—Lt. Gov. Robert S. Kerr III, state Speaker of the House Steve Lewis, Rep. Wesley Watkins and David Walters.

The candidates were questioned about their positions on right-to-work laws, the prevailing wage law, and legislation on bargaining for municipal employees.

The convention approved a constitutional change consolidating the top two offices, creating the post of president/secretary-treasurer. State AFL-CIO President Ross Williams was elected to a four-year term to fill the new office. He had been the federation's secretary-treasurer prior to becoming president in 1987.

State AFL-CIO Vice President Gerald Ellis was elected to his first full four-year term, and 20 incumbent executive board members were re-elected. New executive board members are Jesse Isbell, Rubber Workers, and William Motley, Electrical Workers, both of Oklahoma City, and John Harrison, Letter Carriers, and Bob McClanahan, Communications Workers, both of Tulsa.

The delegates called for repeal of the two-year time limit on filing workers' compensation claims and supported legislation to prohibit the state corporation commission, which regulates utilities, from interfering in the collective bargaining process.

Other resolutions supported basic health care for all Americans, the A. Philip Randolph Institute, Medicare reform, promotion of the union label campaigns, COPE checkoff contributions and affiliation of all union locals with the state federation.

Guest speakers included state Attorney Gen. Robert Henry, APRI President Norman Hill, state Sen. Gene Stipes, and Jack Mildren, a candidate for lieutenant governor.

Inbrief

West Virginia targets workers' compensation

Charleston, W.Va.

The West Virginia AFL-CIO launched a campaign to win reform of the state workers' compensation program and reaffirmed the fight for justice for striking Mine Workers at Pittston Coal Group Inc.

The 500 delegates outlined labor's program to stop the loss of workers' benefits that will occur if employers succeed in eliminating indexing, lowering the minimum benefit rate and keeping premiums artificially low. A series of meetings with union members and legislators will be held over the next few months to counter the business community's strategy.

Delegates also directed central bodies to monitor the activities of the West Virginia Right to Work Committee and to publicize the damaging effects of anti-collective bargaining laws.

State AFL-CIO President Joseph W. Powell and Sec.-Treas. Jack R. McComas were re-elected, along with nine incumbent vice presidents. Delegates elected two new vice presidents—John W. Hull, Chemical Workers, and Kenneth Perdue, Sheet Metal Workers.

Speakers included AFL-CIO COPE Director John Perkins, Sen. John D. Rockefeller IV, members of the state's House delegation—Reps. Bob Wise, Nick Joe Rahall, Harley Staggers Jr., and Alan Mollohan—and state Supreme Court Justice Thomas McHugh.

Connecticut delegates hear account of Polish struggle

New Haven, Conn.

Connecticut AFL-CIO delegates heard first-hand accounts of the struggle for freedom in Poland as Agnieszka Romaszewski, the daughter of a Solidarnosc leader and now a graduate student at Yale University, addressed the state convention.

"Your battle is our battle," Connecticut AFL-CIO President John W. Olsen said as he pledged the support of the state federation. Olsen, a member of the Plumbers and Pipefitters, was re-elected president.

Also re-elected was Barry R. Williams, secretary-treasurer, a member of the State Federation of Teachers; Dominic J. Badolato of AFSCME, executive vice-president; Robert Petronella of the Food and Commercial Workers, general vice president; and Harold Alpert of the Service Employees, executive secretary.

In a keynote address, Food and Commercial Workers President William Wynn urged delegates to seek to add 1 percent per year to their unions' memberships.

Resolutions passed by the delegates included calls for state tax reform, a national health insurance program and better worker safety programs. Delegates also held a rally in support of striking Mine Workers and Eastern Air Lines workers, as well as for workers at Colt Industries in West Hartford, who have been on strike for nearly four years.

New Hampshire governor opposes 'right-to-work'

Waterville Valley, N.H.

Delegates to the New Hampshire AFL-CIO convention elected a new president—Mack MacKenzie of the Fire Fighters—over incumbent president Harland Eaton. The convention returned Sec.-Treas. James D. Casey to office for a second term.

The 200 delegates discussed the prospect of an anti-collective bargaining measure being introduced in the state legislature and received assurances from Gov. Judd Gregg (R) that he will oppose enactment of a so-called "right-to-work" measure.

The convention backed improvements in the state workers' compensation program, with Labor Commissioner Richard Flynn promising to work for passage of the legislation. Flynn also expressed opposition to efforts to introduce a right-to-work law in the state.

Delegates also attended workshop sessions on political activities and employee assistance programs.

Other speakers included Clothing & Textile Workers President Jack Sheinkman.

Alabama Red Cross urged to agree with new unit

Birmingham, Ala.

Delegates to the Alabama AFL-CIO convention set labor's agenda for the 1990 state legislative session and outlined new strategies for unions working to "bust the union busters."

The 500 delegates also urged the Red Cross to reach a fair and equitable first contract with the Steelworkers, which represents 150 blood services workers who voted to join USWA in November 1988. The parties have met more than 30 times since March, but little progress has been made, the USWA said.

The USWA stressed that its dispute with the Red Cross did not affect the union's support for relief efforts and announced a $55,000 contribution to the Red Cross disaster relief fund.

State AFL-CIO President A.G. Trammell said workers are determined to regain economic balance in the 1990s, so that their families and communities prosper along with employers.

Speakers included Sen. Howell Heflin (D), President John Sturdivant of the Government Employees and former House Speaker Jim Wright.

Kansas convention focuses on 1990 governor's race

Topeka, Kan.

The Kansas AFL-CIO convention looked ahead to next year's political and legislative campaigns, pledging to work to elect a state administration that will support working families.

The 275 delegates attended workshops on safety and health, conflict resolution and organization. Speakers included Sec.-Treas. Lowell Daly of the furniture division, Electronic Workers, former Gov. John Carlin, state Treas. Joan Finney, state Senate Minority Leader Michael Johnston and state House Minority Leader Marvin Barkis.

The convention focused on the coming gubernatorial and political races and recognized COPE volunteers who worked in the last election.

New Mexico elects Gonzalez to extend 22-year service

Albuquerque, N.M.

Delegates to the New Mexico AFL-CIO convention re-elected President Neal Gonzalez for another two-year term after 22 years as president. Gonzalez, from the Electrical Workers, is joined by V.J. Tricoli, of the Communications Workers, who was re-elected secretary-treasurer.

The 184 delegates adopted a public worker bill of rights stating that New Mexico public workers should have the right to join a union without fear of reprisal, to bargain collectively, to strike, to engage in political activity, to be secure in their jobs, and to have equal pay for work of comparable worth.

The convention also called for intensified lobbying for political candidates in 1990 who support public worker rights.

Five gubernatorial candidates and six candidates for attorney general addressed the convention, along with John Spellar of the Electrical, Electronic, Telecommunications and Plumbing Union of the United Kingdom.

Massachusetts convention calls for strike solidarity

Boston, Mass.

Reports from workers striking Eastern Air Lines and Pittston Coal Group dominated the Massachusetts AFL-CIO convention, which called for renewed support of striking workers everywhere.

In addition, preparations were made for a state referendum on tax reform. Delegates called for progressive taxation and recessed the convention to join a rally of more than 2,000 trade unionists in support of essential state services.

More than 600 delegates heard from a contingent of speakers from government and labor, including Gov. Mike Dukakis and Community Services Director Joe Velasquez.

Massachusetts AFL-CIO President Arthur Osborn praised the assembled delegates for a solidarity that enabled the state AFL-CIO "to be a strong voice for social and economic justice in the Commonwealth."

North Dakota seeks plan to counter anti-labor stance

Minot, N.D.

The North Dakota AFL-CIO mapped plans to counter the state government's anti-labor attitude, especially in the areas of workers' and unemployment compensation and collective bargaining rights.

The 150 delegates heard from Lt. Gov. Lloyd Omdahl, AFL-CIO Organizing Director Richard Wilson and assistant director Earl Robinson of the Machinists Nonpartisan Political League.

Delegates expressed support for IAM members on strike at the Noodles by Leonardo plant in Cando, and pledged solidarity with striking union members at Eastern Air Lines and Pittston Coal Group Inc.

President Dave Kemnitz, First Vice President John Gefroh, Sec.-Treas. Myron Yantzer and six vice presidents were re-elected without opposition.

Maine delegates amend state federation bylaws

Rockport, Maine

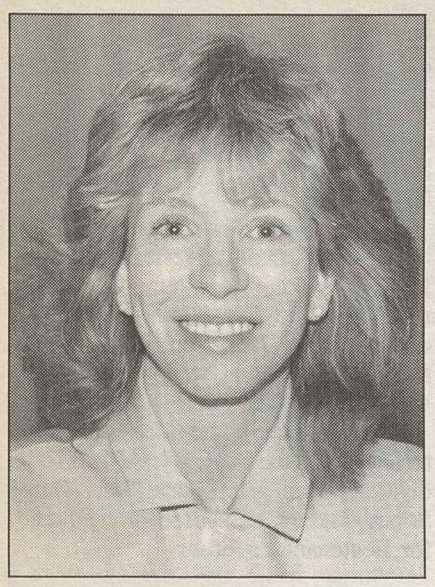
Delegates to the Maine AFL-CIO convention adopted several constitutional changes including an increase in the per capita tax and expanded membership for the executive board.

The 184 delegates also returned Sec.-Treas. Edward F. Gorham to office for a four-year term and elected 16 members to the executive board for two-year terms. The term of President Charles J. O'Leary expires in 1991, when another election will be held.

The convention voted to raise the current 85-cent per capita tax to 90 cents effective January 1990 and 95 cents the following year. It added two at-large seats to the executive board as of 1991 and voted to raise the top officers' pay to $39,000 for the president and $34,000 for the secretary-treasurer.

Delegates welcomed affiliates joining the state federation this year, including the 11,000-member Maine State Employees Association, now a Service Employees affiliate, and listened to an update of the ongoing Paperworkers strike against International Paper in Jay.

Speakers included State House Speaker John Martin, Machinists President George Kourpias, SEIU Sec.-Treas. Richard Cordtz, State Atty. Gen. James Tierney and Commissioner of Labor John Fitzsimmons.



Karen Ignagni



Peg Seminario

Seidman to retire in March; Seminario, Ignagni promoted

Bert Seidman will retire after 41 years of service to the labor movement on March 1, when Peg Seminario and Karen Ignagni will both become AFL-CIO directors.

In announcing Seidman's retirement, AFL-CIO President Lane Kirkland noted his "unfailing loyalty and devotion to the federation" in a career that saw Seidman become a nationally respected voice on pension and health issues.

Seidman, 70, became director of the AFL-CIO Department of Social Security in 1966. In 1987 the department was expanded into the AFL-CIO Department of Occupational Safety, Health and Social Security under his direction.

Kirkland said restructuring will create two departments, with Ignagni, 35, directing social security, pension, health and related issues while Seminario, 36, heads occupational safety and health and related subjects.

Ignagni, a Providence College graduate who holds an MBA from Loyola College of Baltimore, joined the AFL-CIO in 1982 from the staff of the Senate Labor and Human Resources Committee. A health care expert, Ignagni was named associate director of the department in 1987 with her responsibilities expanded to pension and related matters.

Seminario has been on the AFL-CIO staff since 1977. She became an associate director of the Dept. of Occupational Safety, Health and Social Security in 1983. A 1975 Wellesley graduate, Seminario earned a master of science degree in industrial hygiene from Harvard in 1977.

Newsmakers

DEATHS

Michael Mann, a retired AFL-CIO regional director, died of heart disease Dec. 9 in New York. He was 86.

Mann headed the federation's New York and New Jersey region from 1957 until his retirement in 1982. He began his union career in Chicago in the 1930s and worked as an organizer for the Retail, Wholesale and Dept. Store Union. In 1944, he was named a regional director of the CIO.

"Few men have lived such useful and productive lives or done so much to change work life and community life for the better," AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said in a letter of condolence.

Proud of his Jewish-Irish ancestry, Mann also founded the fraternal organization, the Loyal League of Yiddish Sons of Erin, in 1964 and served as president until his death.

Survivors include his wife Rose and one daughter.

Edwin N. Altman, former president of the Marine Engineers, died Dec. 3 in Seattle. He was 71. Altman headed MEBA from 1959 to 1962. Earlier, he was a legislative representative for the American Maritime Association, which represented 13 unions and 140 steamship companies and served as labor liaison in John F. Kennedy's presidential campaign.

C.L. Dellums, the labor and civil rights leader who helped organize and later headed the Sleeping Car Porters, died of heart failure Dec. 7 in Oakland, Calif. He was 89.

Dellums, working with colleague A. Philip Randolph, founded the union in 1925. He was elected vice president in 1929 and served until his election as president in 1969. Dellums retired in 1978 when the union merged with the Railway & Airline Clerks, now the Transportation Communications Union.

In a letter to his daughter, Marva, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said Dellums left a legacy to all because of his dedication to trade unionism and civil rights.

Hipolito Marcano, who headed the Puerto Rico AFL-CIO from 1957 until April 1989, died Nov. 16 in Bayamon, Puerto Rico. He was 76. Marcano served in the Legislative Assembly from 1956 to 1980.

In a letter to the Marcano family, AFL-CIO Sec.-Treas. Thomas R. Donahue praised Marcano's devotion to the workers of Puerto Rico. "And for those of us at the national federation," Donahue said, "he performed outstanding service in keeping us aware of the needs and concerns of his members."

Thomas F. Murphy, president of the Bricklayers for 13 years, died of pneumonia Dec. 14. He was 79.

Murphy headed the Bricklayers from 1966-1979, retiring to become chairman of the Masonry Industry Committee, a post he held until 1985.

In a letter to his son and daughter, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue recalled Murphy's lifetime of labor on behalf of his union and praised his part in helping to build "a strong and dynamic labor movement."

A union member for 64 years, Murphy began as an apprentice with Local 34 in New York in 1925.

Survivors include two children.

'Union Yes' ad campaign gets boost from Walesa TV spot

A new "Union Yes" television commercial starring Lech Walesa reached a third of all U.S. homes during Thanksgiving week, bolstering an ad campaign that already has touched 99 percent of America's 91.4 million television households.

The commercial, in which the Polish trade unionist thanks Americans for their support of his Solidarnosc movement and urges them to support their unions here in the United States, is being made available to affiliates who want to use the spot in their local advertising efforts.

Based on Nielsen ratings estimates, the Walesa spot reached approximately 91.9 million people during its initial run on ABC's "Roseanne" and CBS's broadcast of the Notre Dame-Miami college football game.

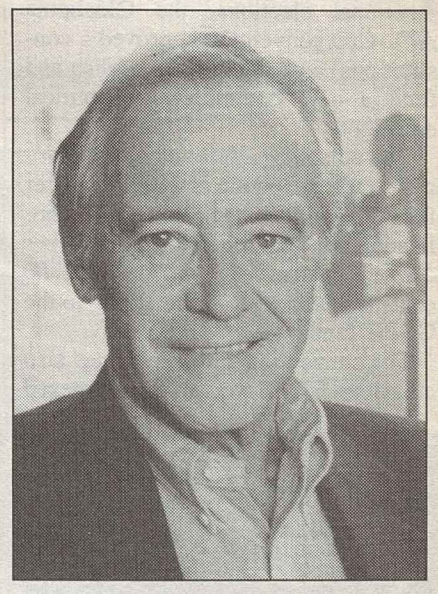
Millions of other people saw the commercial in the three local markets in which the AFL-CIO ran additional spots—New York, Chicago and Washington, D.C.

In addition to the commercial, a videotape interview with Walesa is being offered to affiliates by the AFL-CIO's Labor Institute of Public Affairs. LIPA will ship copies of the Walesa program to members of UPPNET, a new organization serving union cable and broadcast producers and programmers created to encourage local labor programs.

Local participation in the "Union Yes" campaign has been credited by LIPA officials with bolstering the effectiveness and reach of the two-year-old $13 million nationwide effort.

Using materials adaptable to regional situations, the locals have created campaigns, particularly on radio, to support new state laws, lead organizing campaigns, win elections, celebrate Labor Day and other holidays, offer employment to union workers, and set the stage for contract negotiations, among other purposes.

And the success has been measurable.



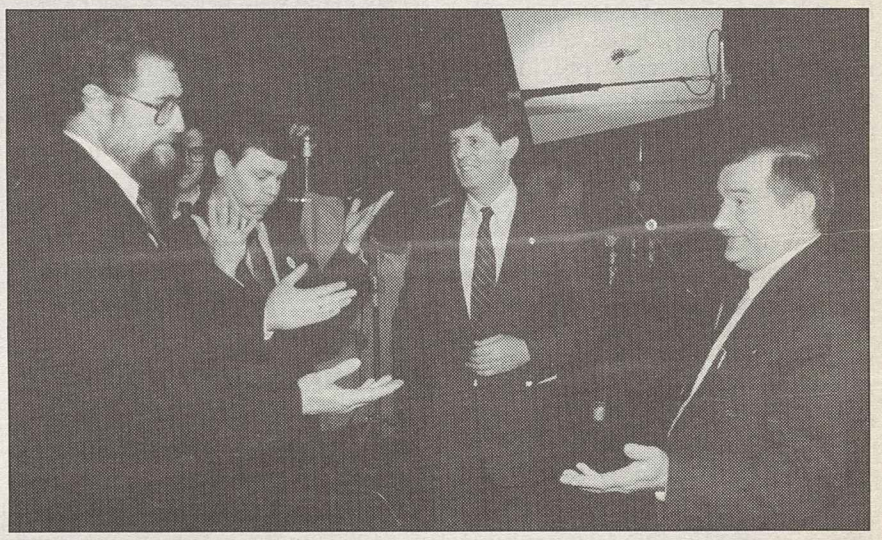
Actor Jack Lemmon, a "Union Yes" spokesman, has been given the 1989 Screen Actors Guild Annual Achievement Award "for fostering the finest ideals of the acting profession."

In selected local markets that received a heavier run of commercials, the average number of viewings was a whopping 41 times, compared with the average 12.6 times nationwide.

The reach into the Hispanic community was especially spectacular, with the Spanish commercials seen in 96 percent of all Spanish-speaking households an average of 8.4 times.

Hispanic actor Edward James Olmos joined the campaign in 1989, following in the footsteps of TV and movie personalities Tyne Daly, Howard Hesseman and Jack Lemmon. Along with Lech Walesa, they carry the "Union Yes" message into the 1990s.

Affiliates wishing to use the Walesa spot may contact LIPA directly for assistance in developing media plans, which include a media proposal, trafficking and other services. Contact Karla Garland or Susan Palmer at (202) 637-5334.



LIPA Director Bill Wagner, left, talks with Lech Walesa on "Union Yes" set.

Resources

FILMS and VIDEOS

Two videos are available from the 18th AFL-CIO convention. The 1989 AFL-CIO Convention Roll-ins is a 57-minute montage of nine subject videos produced for the convention, covering solidarity, organizing, civil rights, Union Privilege Benefit Programs, international worker rights, Solidarnosc and community services.

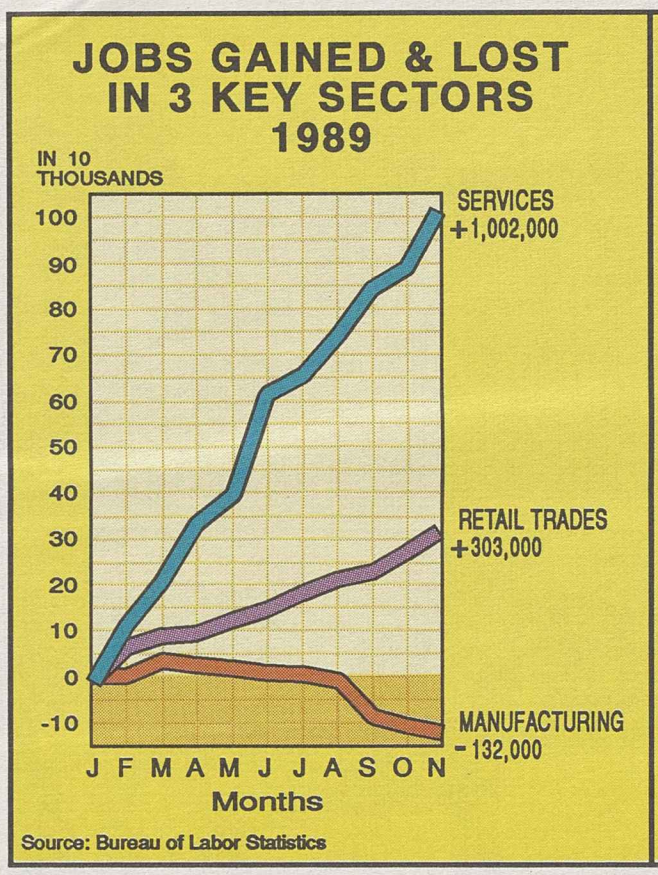
Highlights of the 1989 AFL-CIO Convention, available in both 15-minute and one-hour versions, offers an overview of the four-day session. The longer version includes portions of Lane Kirkland's keynote address, the strike solidarity demonstration, Lech Walesa's appearance, remarks by invited speakers and floor debate on key resolutions.

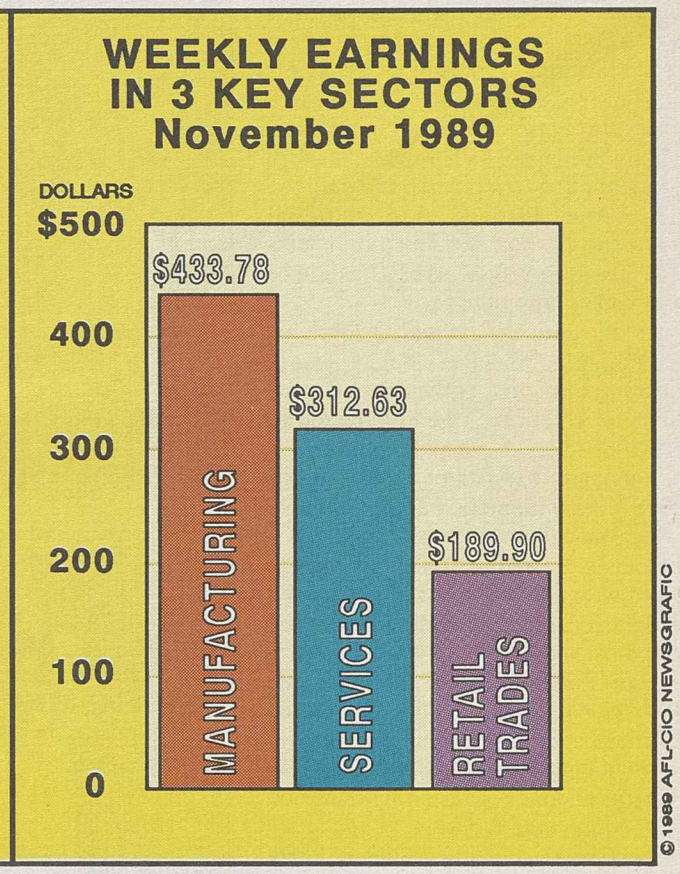
The videos will be shipped to international unions and state and local central bodies. Copies are available for $10 each from the Labor Institute of Public Affairs, 815 16th St., N.W. Washington, D.C. 20006. Phone 800/242-UNION.

Data

Mounting layoffs drive jobless rate to '89 high

New cutbacks hit higher-paying jobs in manufacturing





By John R. Oravec

Nearly 1 million workers were on layoff in November as the nation's unemployment rate climbed a notch to 5.4 percent, the highest level in 10 months.

The Bureau of Labor Statistics said the number of jobless workers totaled 6.7 million, an increase of 170,000 from October, when the unemployment rate was 5.3 percent.

But less than three of every 10 unemployed workers—28.6 percent of jobless—were collecting unemployment insurance last month, AFL-CIO chief economist Rudy Oswald noted.

Higher-paying factory jobs declined by 27,000 in November to 19.5 million, while 213,000 jobs were added in the lower-paying service-producing sector, which totaled 83.8 million, the BLS data showed. Manufacturing employment fell by 164,000 from the March peak. Since January, 132,000 factory jobs have been lost.

In the first 11 months of the year, employment in retail trades grew by 303,000 to 19.7 million, while services increased by 1 million to 27.3 million. These are jobs that pay substantially less than jobs in manufacturing.

The BLS data show that weekly earnings of manufacturing workers in November averaged $433.78, while the average weekly pay for services was $312.63 and for retail trades was $189.90.

The heaviest job losses in November were in autos and electrical equipment. Several other industries posted small declines, but the employment cutbacks were partially offset by gains in printing and publishing, as well as the machinery industry, BLS reported.

Overall, the 982,000 workers on layoffs in November were 30 percent higher than in October and well above the 1988 monthly range of 750,000 to 875,000. Business analysts expect unemployment to climb gradually in the coming months.

BLS said nonfarm payroll employment increased by 210,000 over the month to 109.4 million. But the bureau sharply scaled down its measure of job growth in October to 93,000. Earlier, it reported that 233,000 new jobs had been created. BLS said it had vastly overestimated employment in state and local education.

BLS said the average workweek for production or nonsupervisory workers on private nonfarm payrolls edged down one-tenth to 34.6 hours and the manufacturing workweek declined one-tenth of 40.7 hours.

In November, 4.8 million workers were in part-time jobs because they could not get full-time work. Another 815,000 dropped out of the labor force because they believe no jobs were available.

As a result, more than 12 million were counted as jobless or underemployed for a "real" unemployment rate of 9.9 percent.

The employment outlook dimmed further when the Big Three automakers announced plans to trim production and lay off more than 107,000 workers in January, while AT&T and IBM disclosed more job reductions totaling another 43,500.

General Motors Corp. said it would suspend production at 22 of its 30 car and truck assembly plants for at least two weeks, affecting 75,000 workers. Ford Motor Co. said it was closing 11 of 16 assembly plants for a week or two, affecting 25,400 workers. And Chrysler said two of its eight plants would be shutdown for two-week periods after the Christmas holidays, affecting 7,300 workers.

Overall, 40 U.S. plants will be shutdown next month. Several assembly plants in Canada are also scheduled to close.

The American Telephone & Telegraph Co. said it expects to eliminate up to 25,000 jobs this year and another 8,500 jobs in 1990 as a result of what it called labor-saving technology and tough competition.

AT&T has been cutting jobs since the breakup of the Bell System in 1984 as its nationwide payroll was slashed from 373,000 to 297,000 by end of October 1989.

About half of the reductions have come through layoffs and the remainder through retirements and other voluntary separations, the company said.

The Communications Workers, which represents the majority of AT&T employees, termed the cutbacks shortsighted.

And International Business Machines Corp. said that, as a result of a computer price war, it will slash 10,000 jobs. It said the reductions would come through attrition and incentives, but not layoffs.

Meanwhile, a Michigan State University survey found that employers would be hiring 13.3 percent fewer new college graduates next spring than they did this year.

Statistics at a Glance

Unemployment

	Nov. 1988	Oct. 1989	Nov. 1989
Unemployment	5.4%	5.3%	5.4%
Men (20 and Over)	4.8%	4.5%	4.7%
Women (20 and Over)	4.7%	4.7%	4.7%
Teenagers	14.1%	14.9%	15.5%
White	4.6%	4.4%	4.6%
Black	11.2%	11.8%	12.1%
Hispanic	8.0%	7.9%	7.8%
Unemployed Receiving Jobless Benefits	29.7%	31.3%	28.6%
"Real" Unemployment Rate*	10.2%	9.7%	9.9%

* Includes discouraged workers and part-time workers who want full-time jobs.

Employment

	Payroll Employment Nov. '89	Change Since Oct. '89	Change Since Nov. '88
All nonfarm industries	109,399,000	210,000	2,575,000
Construction	5,350,000	17,000	159,000
Manufacturing	19,516,000	-27,000	-41,000
Transportation, Utilities	5,744,000	11,000	128,000
Retail & Wholesale Trade	26,003,000	51,000	617,000
Finance, Insur. & Real Estate	6,864,000	15,000	138,000
Services	27,320,000	125,000	1,209,000
Government	17,864,000	11,000	339,000

Foreign Trade

	Oct. 1988	Sept. 1989	Oct. 1989
	(in billions of dollars)		
Trade Deficit	-$10.5	-$8.5	-$10.2
Exports	27.5	30.7	31.0
Imports	38.0	39.2	41.2

Foreign trade gap widest in 10 months

Led by a flood of manufactured goods, imports soared to a record-high of $41.2 billion in October and pushed the U.S. foreign trade deficit to $10.2 billion.

The October figure is a 21-percent increase over the $8.5-billion shortfall in September and the highest monthly trade deficit in 1989, the Commerce Dept. reported.

For manufactured goods alone, the trade gap jumped 41 percent to $10.7 billion from the September level of $7.6 billion, AFL-CIO economist Mark A. Anderson noted. During the month, imports of manufactured goods increased 13 percent to $35 billion while exports edged up 4 percent to $24.4 billion.

Over the first 10 months of the year, the United States piled up a trade deficit of $91.2 billion, 6 percent below the gap for the comparable 1988 period.

While exports are up 14 percent and imports have increased 8.8 percent thus far in 1989, analysts pointed out that the improvement in the U.S. trade account came in the first half of the year and the progress is slowing dramatically, more recent Commerce Dept. figures show.

"The October trade numbers are further evidence that improvement in the U.S. trade account in coming to a halt," Anderson said. U.S. export growth is slowing, while imports continue to increase.

Manufacturing industries, which provide higher-paying jobs than most other sectors, account for 90 percent of the overall trade shortfall, Anderson observed.

Based on the first 10 months, the 1989 deficit should exceed $109 billion. The 1988 deficit was $118.5 billion.

On bilateral accounts, this year's deficit with Canada should reach $9 billion, down slightly for 1988; with Japan, it should hit $50 billion, unchanged from last year; with newly industrialized East Asian countries, it should drop about 9 percent to $25 billion; and with Western Europe, the deficit should ease to $1.3 billion, an 89-percent decrease.

Anderson said the lack of progress in the trade imbalance with Japan must be addressed. While trade with Europe has improved substantially, due largely to currency shifts, no similar movement has developed with Japanese traders, he noted.

Striking Eastern Machinists get holiday goodies

Continued from Page 1

Labor Dept. found Eastern in violation of the law,'' said Bill Sheri, airline coordinator for the Machinists. Eastern failed to notify strikers of their right to continue health coverage and delayed forwarding premiums paid by workers to the insurance companies, he said.

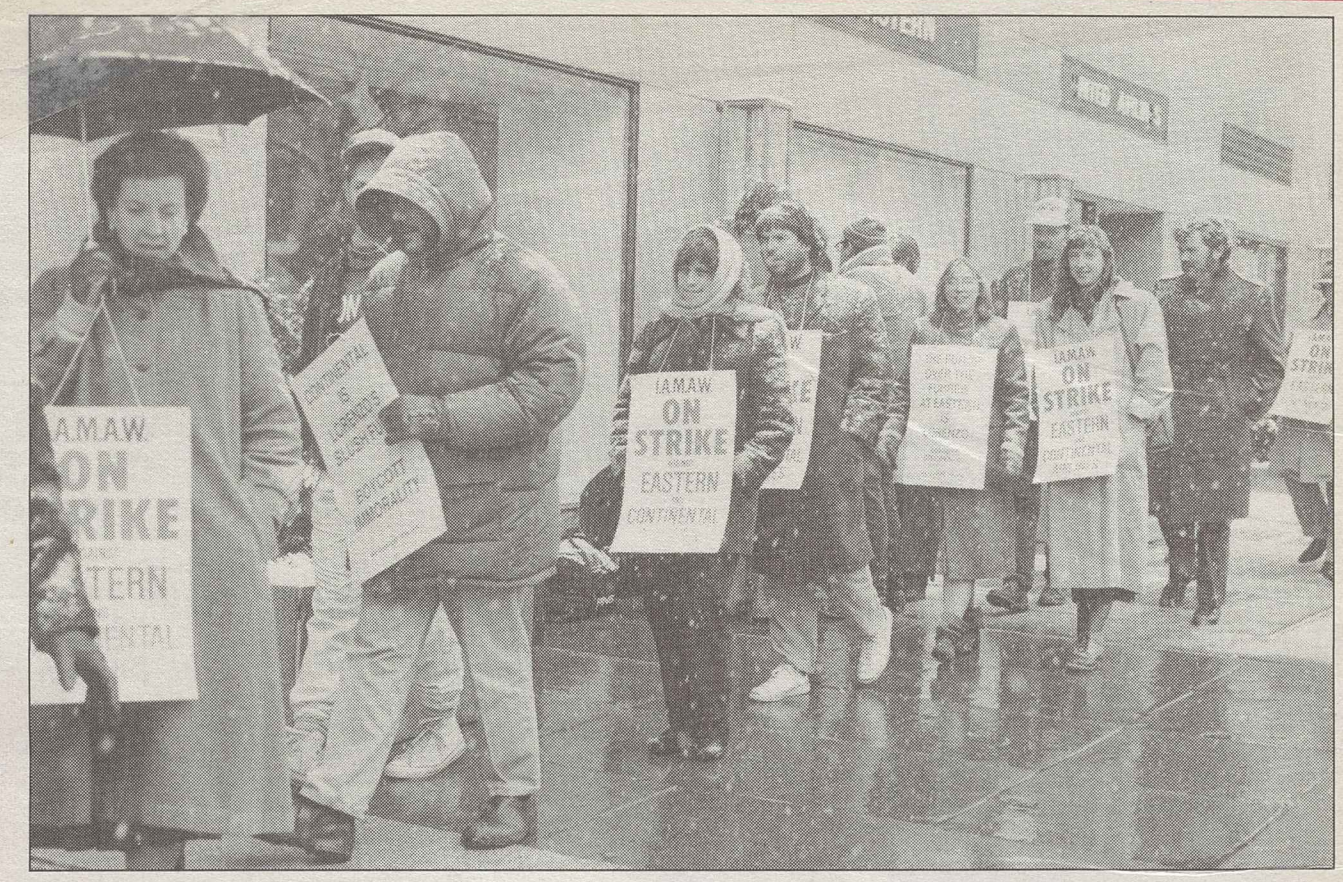
While refusing to admit guilt, Eastern agreed to notify its plan administrator within 30 days which workers qualify for continued coverage under COBRA. The carrier also agreed to record all payments for continued medical coverage and to notify workers' insurance companies promptly.

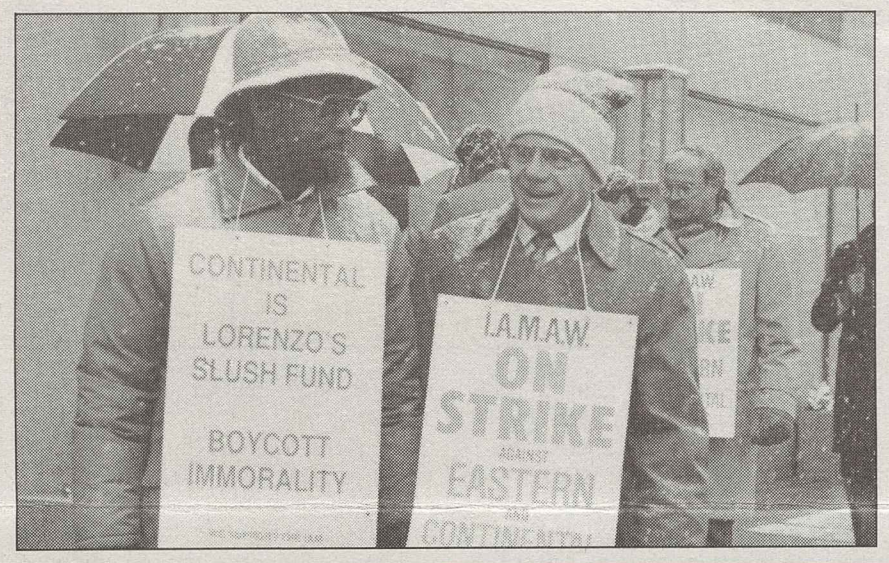
Meanwhile, the AFL-CIO Dept. of Community Services began coordinating Christmas parties and celebrations for children of the 8,000 striking IAM members in major Eastern cities.

Food and toy drives were held in New York while food baskets and toys were rounded up by Washington, D.C. unionists. In Atlanta, IAM members at Northwest Airlines held a toy collection and the local federation distributed food certificates.

Fire Fighters in Miami expanded their annual toy drive for needy children to include the IAM youngsters. Toys were bought at discount at Lionel Play World, a store organized by the Food & Commercial Workers.

In Cleveland, an all-union party featured UFCW-packaged turkeys, live music provided by the Musicians local and a Santa from the Communications Workers. Chicago-area IAM members enjoyed a party with Santa, toys and baskets of food. Celebrations also were held in Los Angeles and Orlando, Fla.





Striking Eastern Air Lines Machinists picket outside the Eastern-Continental ticket office in Washington, D.C. as part of a "Stand Up to Lorenzo Day" observed in Key Eastern cities. IAM President George J. Kourpias, right foreground in photo at left, joined the Washington pickets.

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INSIDE

1 ***BASF lockout ends with new OCAW pact***

The Oil, Chemical and Atomic Workers ratified a new contract covering 370 workers who were locked out by the West German-based BASF Corp. in June 1984.

3 ***Soviet miners to visit; Sakharov mourned***

The AFL-CIO plans to meet with 10 Soviet mine workers' strike leaders as the federation mourns Andrei Sakharov as "an irreplaceable voice for human rights."

5 ***IUD's 'dishonor list' adds 6 union-busters***

The Industrial Union Dept.'s dishonor list added Vance International, Alert Network Inc., Railfinders Inc., Special Response Corp., BE&K, and Wackenhut Corp.

6 ***UFCW brightens Miners' Christmas***

The Food and Commercial Workers brought Santa Claus, food, toys and Yuletide cheer to the striking Mine Workers and their families.

10 ***Two women named AFL-CIO directors***

Occupational, Safety, Health and Social Security Director Bert Seidman retires next March and associate directors Peg Seminario and Karen Ignagni will head new departments.

11 ***Jobless rate climbs to 5.4% in November***

The number of unemployed workers grew to 6.7 million in November, an increase of 170,000 over October, as the jobless rate inched up to 5.4 percent.

UNION YES

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